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MANPOWER REVIEW

Ontario Region

JANUARY-FEBRUARY 1970 Volume 3 No. 1

Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

FOREWORD

January-February 1970



DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario, Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Box 23, Toronto Dominion Centre, Toronto 111, Ontario.

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LABOUR MARKET INDICATORS CANADA AND ONTARIO			
DESCRIPTION	DATE	CANADA	ONTARIO
Population	Jan. 1970 Jan. 1969	21,260,000 20,940,000	7,567,000 7,392,000
Immigration I (all immigrants)	Jan.-Dec. 1969 Jan.-Dec. 1968	161,531 183,974	86,588 96,155
Immigration II (immigrants directly into labour force)	Jan.-Dec. 1969 Jan.-Dec. 1968	84,349 95,446	45,809 50,048
Labour Force	Jan. 1970 Jan. 1969	7,984,000 7,891,000	2,982,000 2,947,000
Employment	Jan. 1970 Jan. 1969	7,499,000 7,424,000	2,858,000 2,836,000
Unemployment	Jan. 1970 Jan. 1969	485,000 467,000	124,000 111,000
Unemployment Rate (as a % of Labour Force)	Jan. 1970 Jan. 1969	6.1 5.9	4.2 3.8
Av. Weekly Wages & Salaries (industrial composite)	Dec. 1969 Dec. 1968	117.09 109.94	120.46 113.22
Av. Hourly Earnings (in manufacturing)	Dec. 1969 Dec. 1968	2.92 2.70	3.05 2.82
Av. Hours Worked Per Week (in manufacturing)	Dec. 1969 Dec. 1968	37.2 38.0	37.4 38.3
Monthly Housing Starts (urban areas)	Dec. 1969 Dec. 1968	11,617 15,095	4,244 6,118
Total Housing Starts (urban areas)	Jan.-Dec. 1969 Jan.-Dec. 1968	169,739 162,267	69,365 69,325

Major Developments

The labour force in Ontario decreased from 3,022,000 in December, 1969 to 2,982,000 in January, 1970, but this was still 35,000 up on the comparable figure for January, 1969. Employment, at 2,858,000 in January, 1970, was 69,000 less than the 2,927,000 estimated for December, 1969. The consequent 29,000 increase in unemployment, from 95,000 in December, 1969 to 124,000 in January, 1970, brought the actual unemployment rate up to 4.2 per cent from 3.1 per cent. After seasonal adjustment, the January, 1970 rate for Ontario was 3.2 per cent, a decrease from the December, 1969 rate of 3.5 per cent. This compares favourably with the seasonally-adjusted unemployment rate for Canada as a whole, which was 4.5 per cent in January, 1970.

Although there is increasing evidence to suggest that the Government's anti-expansionary policies are having a noticeable impact on the economy, much of the recent increase in unemployment is attributable to normal seasonal factors. However, further reductions in employment levels in the near future could result from declining production and activity levels in a number of industries which at present appear sensitive to the policy measures, particularly automobile and consumer durables manufacturing and certain sectors of the construction industry.

In contrast, other industries continue to operate at or near capacity, and in Ontario there are indications that companies in general are optimistic about business conditions later in 1970 and in 1971. Comparatively few actual expansion programs scheduled for completion in 1970 have been postponed or cancelled. In addition, the results of a survey of the investment intentions of medium-sized firms undertaken by the Economic Council of Canada in conjunction with the Department of Industry, Trade and Commerce, would seem to provide some justification for optimism over the longer term outlook. The survey forecasts a 14 per cent increase in business capital investment in 1970 among the companies surveyed. The main feature of the survey results, however, is the concentration in Ontario. It is estimated that Ontario's share will rise from 32.1 per cent in 1969 to 38.1 per cent in 1970, involving a shift in geographical distribution of business investments away from other regions of Canada toward Ontario. The principal reason for this shift is the relative increase in importance of the manufacturing sector; with manufacturing investment expected to rise by 26 per cent, Ontario is particularly well placed to benefit in view of the concentration of manufacturing industry in the province.

During the period under review, production and employment activity declined in the consumer durables manufacturing industry, with no early prospect of a revival. General Motors of Canada Ltd. announced a week-long closure of its assembly plants, beginning March 9, affecting 17,000 employees, of whom about 15,000 work in plants in Ontario. Chrysler Canada Ltd. and Ford Canada Ltd. have also cut back production, although in February, Chrysler did recall some employees at its Windsor plant for the Dodge Dart and Plymouth Valiant lines. Recent price reductions on these models are believed to have resulted in increased production. Manufacturers of large electrical appliances are also facing weakened consumer demand. The John Inglis Company Ltd., of Stoney Creek, has laid off over 100 workers engaged on refrigerator production, and the Frigidaire Division of General Motors of Canada Ltd., will temporarily close its

Scarborough plant in March, affecting some 1,000 employees. A weakening in the demand for furniture at the retail level is apparent, and a number of manufacturers are cautious about the short-term outlook, but no significant redundancy has been reported to date.

Activity in a number of other sectors remains comparatively high. In the mining industry of Northern Ontario, a number of new mines are being developed and some existing operations are being expanded, with the major companies actively recruiting workers. In the Timmins area, construction of the \$55 million Texas Gulf Sulphur copper-zinc refinery will begin in the spring, and a considerable demand for construction tradesmen is anticipated from the International Nickel Company Ltd. expansion at Sudbury, which is currently underway.

Conditions in the construction industry remained seasonally depressed, with the outlook for the remainder of 1970 uncertain. In a number of areas, prospects of an early revival in the spring are favourable, with a large volume of commercial and industry contracts on hand. Among the major contracts announced during the period under review are a \$50 million commercial and residential centre in downtown Toronto; a \$31 million road and railway tunnel under the Welland Canal; a \$50 million bloom and billet mill extension to the Hilton Works of the Steel Company of Canada Ltd. at Hamilton; and also at Hamilton, a \$21½ million secondary sewage plant. Residential construction, however, does not appear likely to enjoy such an early revival. Real estate sales are generally reported to be well below the figures for the comparable period of 1969, and urban housing starts in Ontario fell 55 per cent between January, 1969 and January, 1970. It has been reported in Toronto that unskilled labour, including construction labourers, are now more ready to consider taking mine and smelter employment with the International Nickel Company Ltd., in Sudbury, reflecting the deterioration in their employment outlook in Toronto.

Industrial expansion on a major scale is in progress in the Simcoe area of Ontario, fronting Lake Erie. A number of major industrial developments have been announced which will ultimately transform what is at present a predominantly rural area into an industrialized community with considerable potential for further expansion. The principal projects announced to date are a thermal generating plant for Ontario Hydro; a \$75 million refinery by Texaco (Canada) Ltd., and a steel mill to be built by the Steel Company of Canada Ltd. Preliminary work for the construction of the steel mill got underway in 1969, but further work has been postponed, probably on account of the current tight money conditions. Though no definite date has been established, expectations are that the project will resume in 1971.

The Steel Company of Canada Limited is to construct a steel mill on a 3,600 acre parcel of land in the area bordered by Lake Erie. The multi-million dollar project is to be completed in three phases, the first of which will include a 2,500 foot long hot strip mill capable of producing steel coils 80 inches wide. Phase two will be the installation of steel-making facilities, and the third will be the auxiliary equipment necessary to produce the products for cold-rolling operations. The mill will use power generated by the new Hydro plant and 50 per cent of the product from the mill will be taken to the company's Hilton Works in Hamilton for further processing. A further 3,000 acres adjoining the mill site is being held by the company to promote the orderly development of ancillary industries.

The initial impact of these developments is on construction trades employment with the Hydro project expected to reach a peak work force of some 1,500 workers later

this year. Plans to double the size of the project will not affect the numbers of employees but will result in an extension of the period of employment. The three-phase Stelco project will employ an estimated 1,300 men. About two-thirds of the 900 workers presently employed at the Hydro site are from outside the area, with accommodation for 700 men provided in mobile housing units nearby. Completion of much of the base-work for the plant has resulted in a decline in the number of carpenters employed at the project while demands for reinforced iron workers, pressure welders and sheet metal workers are increasing. Only preliminary grading and excavation has resulted to date at the Stelco site; the subsequent scheduling of construction will, to some extent, complement that of Ontario Hydro's so that no serious shortages of construction tradesmen are expected to result.

Work on the Texaco refinery is pending approval of changes in zoning by-laws covering the site. Both the Hydro and Texaco operations are essentially capital intensive and will employ permanent staffs of only 300 and 175 persons respectively on completion. Stelco's operations will incorporate a new steel-making process with about 500 workers employed in the initial steel rolling operations. The eventual employment of between 1,500 and 2,000 men at the completed complex is well below the 12,000 men presently employed at the company's works in Hamilton. The occupational requirements of these companies have yet to be finally determined though it is anticipated that most skilled and technical personnel will be provided from within the companies themselves, either by effecting transfers or initiating training programs.

Prompted by these developments, the Simcoe Area is experiencing considerable activity in real estate while all types of transportation facilities are in the process of expansion. Major housing developments to accommodate single and multiple family homes are planned for Port Dover and Jarvis, with serviced areas for 600 new homes available in Simcoe. Main road arteries are being widened and upgraded and railway spur lines from Jarvis and Simcoe are under construction to service the sites. Docking facilities to handle the unloading of coal brought in by boat from Pennsylvania are likewise presently under construction on Lake Erie. The effects of these developments will also result in increased employment in the Area's trade and service sectors.

OCCUPATIONAL SHORTAGE – ONTARIO JANUARY 1970 As Reported by Canada Manpower Centres		
STRONG	MODERATE	LIGHT
Company Labourer General Maid Insurance Salesman Patrolman	Tool and Die Maker Stenographer Secretary Machinist Automobile Mechanic Miner	Sewing Machine Operator (Regular Equipment) General Duty Nurse Farm Hand Dairy Mothers Helper Transcribing Machine Operator Manager Trainee
<div> Light –25–50 Shortages Moderate –51–100 Shortages Strong –over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Ottawa Tabulation of Occupational Shortages Reports.

Occupational Shortages—Ontario

Reports from Canada Manpower Centres indicate that there were 16 occupations showing shortages of 25 or more in January 1970. Of the total, 4 were classified as strong, 6 as moderate, and 6 as light. This is a decrease from a year ago since the January 1969 survey showed shortages in 25 occupations.

The demand for general duty nurses has dropped considerably falling from the strong category in January 1969 to the light category in January 1970. There has been a slight decrease in the demand for automobile mechanics while dairy farm hands, transcribing machine operators, tool and die makers, secretaries and patrolmen did not appear on the list a year ago.

Deletions from the list published in the previous issue of the Review include milling machine set-up operators, electricians, tool designers and general salesmen all of which were in the light category.

In Sudbury, industrial disputes which affected the mining industry have now been settled and a strong demand again exists for company labourers. Miners have also moved into the moderate category.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
DECEMBER 1968 AND 1969**

	Employment Indexes 1961 = 100		Average Weekly Wages and Salaries	
	Dec. 1969	Dec. 1968	Dec. 1969	Dec. 1968
			\$	\$
Eastern Ontario				
Belleville	126.0	120.0	101.20	93.57
Brockville	130.2	122.9	117.27	112.29
Cornwall	131.5	136.5	113.71	107.56
Ottawa—Hull	139.6	132.7	110.18	102.42
Central Ontario				
Brampton	286.6	273.1	119.16	112.85
Oshawa	143.4	143.1	126.14	130.10
Peterborough	141.8	136.0	123.17	116.50
Toronto	134.6	130.0	121.89	113.77
Hamilton	123.2	121.4	125.56	115.69
Niagara Peninsula— Kitchener Area				
Brantford	131.6	125.5	108.27	103.69
Guelph	142.7	134.9	110.17	101.72
Kitchener	156.6	148.9	106.23	99.53
Niagara Falls	103.7	100.3	116.63	112.02
St. Catharines	142.6	142.2	125.09	126.66
Welland	109.1	109.6	133.88	122.05
Southwestern Ontario				
Chatham	145.3	140.0	117.65	108.20
London	124.4	122.5	111.26	105.18
St. Thomas	213.7	184.5	124.78	111.00
Sarnia	142.3	138.6	148.64	139.36
Stratford	153.8	145.1	104.25	95.01
Windsor	153.1	155.2	123.61	124.53
Woodstock	151.1	158.2	110.75	103.41
Northern Ontario				
Thunder Bay	124.4	122.9	115.16	108.33
North Bay	116.8	111.5	120.17	108.86
Sault Ste. Marie	113.2	122.2	139.89	127.04
Sudbury	125.0	119.3	149.84	136.83
Timmins	71.1	70.8	105.95	99.57
Ontario	131.6	127.9	120.46	113.22

Source: D.B.S., *Employment and Average Weekly Wages and Salaries October 1969*.
The Queen's Printer, Ottawa.

Area and Industry Developments

JANUARY—FEBRUARY 1970

EASTERN ONTARIO

The deterioration in employment conditions in the East District during the period under review was more marked than in the comparable period of 1969. The Canada Manpower Centres' operational statistics suggest that the January–February level of unemployment is significantly higher than during the same period last year; fewer new job opportunities developed forcing people to postpone entry into the labour force, withdraw from the labour force, move to other districts, or simply to remain unemployed. Area industries have been reducing production and employment levels in response to weakening demand. The effects of these cutbacks on the labour force have primarily affected the less skilled.

The effects of restrictive fiscal and monetary policy on construction vary among areas in the East District. In general, smaller centres are experiencing a relatively severe cutback in activity. Even in areas where there is a high level of activity, restraint has been felt. In Kingston, for example, construction of the proposed \$80 million Medical-Science Centre of Queens University has been postponed because of a lack of funds. Similarly, the proposed \$28 million two-tower Bell Canada Ltd. complex in Ottawa has been cancelled in favour of a \$10 million single office tower. Also, due to a shortage of capital, Bell has cancelled an \$8 million, four-year expansion of facilities in the Ottawa area. However, new construction contracts let in the District during January and February indicate good future strength in the district construction industry, in the Kingston-Napanee-Belleville area and in Ottawa. Thus, by late March or early April these centres are expecting to be operating at full capacity.

In the manufacturing sector several district manufacturers have experienced large layoffs due to decreases in the demand for their products. For example, Duplate Canada Ltd. of Hawkesbury, a manufacturer of auto windshields, has gone on a short work week and has laid off 20 people due to lagging automobile sales, and Courtaulds Ltd., in Cornwall has instituted further layoffs. The regular seasonal reductions in employment by the RCA Victor Ltd. plants in Smiths Falls, Prescott and Renfrew are somewhat more severe than normal, as is the case with Quaker Oats Ltd., in Trenton. Most of those laid off in all these cases are in the unskilled and semi-skilled categories.

On the other hand, several district firms, mostly in the expanding electronic products and building material industries, have increased their employment. For example, Microsystems International Ltd., of Ottawa, is hiring time study engineers, physical metallurgists and electronics physicists. Also, the electric products division of Canron Ltd., Napanee, hired several male employees for general production work because of an increase in orders. Other firms experiencing expansions were Ideal Vendors Ltd., Napanee, a manufacturer of metal filing cabinets, which hired several punch and brake press operators; Domtar Construction Materials Ltd., Cornwall, which hired 30 workers to produce a new line of fire proof roof board; and Eastern Potteries Ltd., Cornwall, a pottery manufacturer, which hired 60 additional persons due to expanding sales. At

Kingston, Bookprint Rapide Ltd., began production in January. The firm employs 29 people and indications are that employment will be 100 within five years.

This pattern of industrial development is generating a good demand for electronic and mechanical engineer technicians, first-class machinists, engine lathe operators and industrial maintenance engineers. Demand for civil and chemical technicians is, however, relatively poor.

The District's retail sales showed a noticeable decrease during January and February, especially for autos and furniture. These decreases are attributed to the very high interest rates now being charged by sales finance companies. The sales decline has resulted in several auto and furniture salesmen being laid off. Kingston and Belleville were exceptions to the general decline in retail sales.

In the service sector there are continuing shortages for registered lab technicians, physical and speech therapists and dietitians in the District's hospitals. Shortages are also being registered for short order cooks, orderlies and domestic help. All district Canada Manpower Centres except Kingston report a severe shortage of qualified stenographers and typists. In contrast, all the large Canada Manpower Centres in the district are reporting difficulty in placing teachers and nurses, but the smaller centres are still apparently experiencing a mild shortage in these occupations.

The Public Service sector is continuing to experience cutbacks. Recent Ottawa press releases indicated that total Federal construction spending in the national capital area will be \$12 million less than last year's level. This represents a cutback of over 24 per cent. On the other hand, the previously announced layoffs in the Public Service will likely amount to fewer than the thousand or so that was estimated in previous reports. Some Federal Government departments are now hiring clerical staff, monotype, linotype and keypunch operators on a casual basis. Most Federal Government hiring will probably continue on a casual basis until the period of restraint is terminated.

CENTRAL ONTARIO

The labour market in Central Ontario was effectively dampened by the coincident pressures of seasonal factors and the results of current government anti-inflationary policies. The extent of the reduction in the demand for labour is borne out by the relative numbers of orders received by local Canada Manpower Centres. Both the Orillia and Oshawa offices reported an almost 50 per cent decrease in orders received during December, 1969 as compared to December, 1968 and a more than 33 per cent decrease in January 1970 on the January, 1969 levels. Unskilled and semi-skilled labour was in a surplus position as such key employers as the automotive assembly and components industries, construction and general manufacturing, faced deteriorating market conditions.

Most manufacturing sectors were marked by falling demand which resulted in numerous production cutbacks and employee layoffs. Some shortages of labour still existed over a range of skilled trades but they have decreased considerably during the past six months. Woodworking plants continue to seek qualified woodworking machine operators despite a general slowdown within the industry as the factories receive less orders than they had anticipated. Stancor Central Ltd. (Peppler Division) of Hanover, a furniture manufacturer, has been forced to lay off part of its staff. However, in Owen Sound, R.C.A. Victor Ltd. recalled thirty of the one hundred and ten workers on lay off to increase their production of television and stereo cabinets. This was caused by increased demand in the United States, rather than from the Canadian consumer market.

In the metal fabricating industry, the demand for tool and die makers and experienced machine help was sustained in the urban centres of Oshawa, Brampton, Peterborough, Owen Sound and Orillia, but slackened in most other parts of Central Ontario. The demand for unskilled and semi-skilled factory workers weakened considerably as layoffs and some plant closings were announced throughout the district. Yet some centres such as Brampton and Bramalea ran strongly against the adverse trend and maintained relatively steady employment levels. Winchester-Western (Canada) Ltd. of Cobourg temporarily laid off the entire work force of about 190 men due to relocation in a recently constructed plant. Recalls will coincide with the reinstallation of equipment. In Orillia, Volland's Industries Ltd., a manufacturer of baby carriages and heavy industrial steel stampings, will permanently close within the next three months, leaving the forty-five remaining female workers unemployed. This will add to an already heavy surplus of female factory workers in the area. In contrast, employment opportunities for men in Orillia will improve as Otaco Ltd. will have its new \$2½ million extension in full operations by March. The company is already hiring new employees, largely from among those laid off at Porcelain and Metal Products Company over the last year. In the aluminum products industry, Supreme Aluminum Industries in Pickering Township has delayed the scheduled production start to March and will hire fifty press operators and polishers at that time. The intention of Reynolds Extrusion Company Ltd. to consolidate operations at the new Richmond Hill, Toronto, plant will render eighty men at the company's Oshawa plant redundant.

Manufacturers of electrical products, and appliances in particular, are also experiencing a soft consumer market for durable goods, and employment levels have been affected. In Barrie, West Bend (Canada) Ltd., manufacturers of household appliances, has laid off fifty production workers. A shortage of material caused by strikes at American plants has resulted in indefinite layoffs at Canadian General Electric Company Ltd., also of Barrie. On the brighter side, Canadian Westinghouse Ltd. officially opened its Orangeville portable electric products plant in January with an initial staff of one hundred. In the electronics field, only forty employees remain at T.R.W. Electronics Ltd. of Collingwood, manufacturers of coils and tuners. The firm once employed three hundred, but lately has not been able to compete with cheaper foreign imports.

The automotive industry faces a very uncertain 1970. Employment in the assembly plants and in the feeder industries has declined. General Motors of Canada Ltd. reported that total 1970 production to February 7 was 51,195 vehicles, which was less than both the Ford of Canada Ltd. total over the same period and General Motor's total over the identical period of 1969. At present, staff in Oshawa consisted of 11,424 hourly-rated factory workers and 3,451 salaried employees, with 325 on lay-off. Furthermore, about 9,400 hourly-rated workers were affected by a shutdown from February 9 to February 14. This was a direct reflection of market requirements as auto sales continued to sag and dealer inventories continued to climb, despite production cutbacks over the Christmas and New Year's holidays and the two one-day shutdowns in January.

Despite production slowdowns by the three major automobile manufacturers, American Motors Ltd. in Brampton enjoyed both higher output and sales levels than for the same period in previous years. Now concentrating on the production of the "Hornet", American Motors' cumulative total to February 9, 1970 reached 5,469 as compared to 3,771 for the same time last year. Employment has remained constant and no lay-offs are foreseen in the immediate future.

The automotive feeder industries have been severely affected by the decline in orders from automobile manufacturers. The industry is widely represented throughout Central Ontario, with production ranging over car radios, seat belts, bumpers, windshields, sealers, panels, automotive trim and metal stampings, polyurethane foam and plastic products, hoses, foam rubber and automatic components, wiring harness, steering wheels, carburetors, head lights, wheel discs, mufflers and car upholstery. The employment outlook is poor for unskilled and semi-skilled workers in this industry as most firms have been compelled to lay off staff. The hardest hit firms were Daal Specialties Ltd., Collingwood, with over two hundred on lay-off; Davidson Rubber Company Ltd., of Port Hope, with 117 production workers laid off; Decor Metal Products Ltd., Midland, 78 employees; Whitaker Cable Corporation Ltd., Owen Sound, 76 female workers; Duplate Canada Ltd., Oshawa, 350 men; Houdaille Industries Ltd., Oshawa 150 workers; and Chrysler Spring Trim Ltd., Ajax with 264, mainly power sewing machine operators on a seasonal lay off.

Employment levels in the manufacturing of other transportation equipment continued to fluctuate. Activity at Collingwood Shipyards began to revive as daily hirings matched the progress on the construction of the 730 foot bulk carrier for Algoma Central Steamships. Despite the greatest sales level ever for snowmobiles, Central Ontario's only manufacturer, Outboard Marine Corporation Ltd. of Peterborough, had approximately four hundred employees on a seasonal layoff which has been both larger and longer than previously anticipated. Also in Peterborough, Travellers Manufacturing Company, Ltd. producers of fibreglass boats, has ceased operations, leaving sixty semi-skilled workers unemployed.

In the construction industry, employment opportunities for all types of tradesmen were at a low seasonal ebb with little prospect of improvement in the near future. Extremely cold January weather and tight monetary conditions were contributing factors to this situation. The Brampton/Bramalea, Oshawa, Barrie and Lindsay areas all enjoyed a significantly better year for construction in 1969 than in 1968, whereas some areas such as Peterborough and Orillia were less active in 1969. The unusually sharp drop in both activity and the issuance of building permits during the latter months of 1969 and early months of 1970 indicated the impact of tightened credit availability and high interest rates on the construction industry. Current depressed conditions could continue throughout 1970, although there are some prospects of renewed activity in the spring.

Both Barrie and Orillia are slated for large commercial-residential projects. The Town of Ajax, which recorded the second highest value of construction in its history in 1969 with a total of \$7,705,706, has been selected by Perini Land and Development Company as the site for a proposed \$50,000,000 condominium development. If approved construction would start on the first two hundred units of the eventual 2,500 unit development, of which about sixty per cent will be highrise buildings and the remainder, low rise cluster homes.

In the service sector of the economy there was a persistent shortage of nursing aides for nursing homes and private homes, housekeepers and qualified hairdressers. Waitresses were in demand in the Georgian Bay region, where winter sports have exerted strong pressures on existing recreational facilities. Expansion of present accommodation has been started by a number of resorts and should continue throughout 1970. Blue Mountain Gateway Ltd., of Collingwood, plans to erect a fifty room motel and convention arena in 1970 as a nucleus of a 150 room expansion over three years. In the more urban, southern section of the district, the clerical occupations and waitresses are in a seasonal surplus.

NIAGARA PENINSULA — KITCHENER AREA

In general, the employment situation deteriorated appreciably during the period under review, although the longer-run trend is far from certain. However, conditions varied greatly among industries: activity in agriculture, fruit processing and construction was seasonally low, but in the service sector, apart from the noticeable slack in tourism and retail trade, employment has been comparatively stable. In manufacturing, on the other hand, while some industries are very busy, with high levels of employment, others have reduced output and employment, particularly the transportation equipment industry. But there is little evidence at present in any sector of cancellation of previously announced capital expenditure programs.

In farming, the seasonal low in hiring persisted, with a general reduction in employment activity. To an extent, this seasonal effect was exaggerated in the Niagara Peninsula where cold weather in January delayed the pruning of fruit trees and grape vines. This also is a period of greatly reduced activity for the fruit and vegetable canning plants. Elsewhere in the food industries, fluctuating levels of production were reported in meat processing with a few layoffs. However, biscuit manufacturers and area flour mills continued busy.

The main development in the period under review was the escalation of the series of intermittent production halts in the automobile assembly and component industry. Cut-backs in employment began in a small way in December and have since grown in severity. The primary cause has been the decline in automobile sales and the corresponding build-up in inventories. In some instances, the length of the layoffs was short — a matter of only a few days — but often followed by a repetition somewhat later. Other layoffs have been of longer duration. The only assembly plant in the area is the Ford Motor Company of Canada Ltd. Oakville operation. On 26 January, some 3,700 assembly workers there were laid off for one week, and there was a similar cutback in mid-February. The automotive components industry is spread throughout the area, but the major concentrations are in the Galt-Guelph-Kitchener area and St. Catharines. In the former, major firms such as Budd Automotive Company of Canada Ltd. and General Spring Producers Ltd., as well as several smaller employers laid off workers. In St. Catharines, the General Motors of Canada Ltd. plants curtailed production in January to the extent of a 360 man lay off of indefinite duration and a one week general shutdown in the foundry. This was followed in February by another week-long shutdown affecting over 5,000 workers. For the industry as a whole, the course of future developments will be determined by sales performance both in Canada and the U.S.A., which at present is somewhat uncertain.

Elsewhere in the manufacturing sector, conditions varied a great deal. There was a further layoff at Fleet Manufacturing Ltd. in Fort Erie, producers of aircraft components, on account of reduced orders. This brings the total number of workers affected to 200; mostly assembly fitters. Similarly, in Brantford, the depressed state of the agricultural implements industry continues, as a result of the poor grain sales. Although White Farm Equipment Ltd. recalled over 150 of its workers, Massey-Ferguson Ltd. again closed its combine plant for two weeks on 23 February, bringing the total number of workers affected to 960.

Conditions in the textile industries remain comparatively favourable. Although there have been one or two instances of layoffs in the Galt-Guelph-Kitchener area, where many of the area's textile firms are located, these were largely caused by normal seasonal reductions in orders. Harding Carpets Ltd. announced in January that it plans a \$1¼

million addition to its Brantford plant. However, it is unlikely that any great increase in employment will result. In the clothing industries, activities also varied. Producers, such as shirt manufacturers are taking on more stitchers and packagers to cope with rising sales volume. On the other hand, Penmans Ltd. of Paris and the Watson Manufacturing Company Ltd. of Brantford, producers of underwear, cut back on employment during December and January, laying off 240 workers between them. While this was part of a normal seasonal scheduling of orders and inventories, Penmans has announced that it will close the underwear lines at its Paris plant in August, 1970. The range of products will be relocated to the other company plants in Brantford and Ste. Hyacinthe, Quebec. One hundred employees will be affected, with occupations including sewing machine operators, knitters and cutters, but the firm intends to make every effort to reabsorb them into its other plants. The company stated that the reorganization was necessitated by the need for greater efficiency due to the competition of low cost imports, changing markets and tariff reductions.

The production of primary metals such as nickel and sheet steel and also metal fabrication continues at high levels. For example, in Welland, employment of Atlas Steels Ltd. is high and the Page Hersey and Camrose Tubes Divisions of the Steel Company of Canada Ltd. have recalled the 350 production workers whom they laid off in November. In Guelph, Babcock Wilcox Canada Ltd., manufacturers of boilers and power plant equipment also are busy and hope to expand production over the next 12 months by up to 200 additional workers, including welders, boiler-makers and pipefitters. The electrical products industry is also active with the exception of the Canadian Westinghouse Company Ltd. plant in Brantford where the area's only major labour dispute began in December and continued into February. A total of 200 workers are on strike over a wage claim. In the furniture industry throughout the area most companies are operating at high levels, with shortages of skilled trim-saw, band saw, and boring machine operators. The footwear industry is fairly active with demands for casters and upper cutters. Some firms anticipate limited expansions in production in the months ahead. Despite the slow-down in the automotive industry, tire manufacturers in the area have not reduced production and there is a continuing demand for tire builders. In Welland, Union Carbide Canada Ltd. producer of alloys and carbon and graphite electrodes, and one of the city's largest employers, is beginning a new \$10 million plant extension. While this addition will mean a 50 per cent increase in the plant's carbon products it will result in only a very slight overall employment increase.

Generally speaking, construction activity slowed up further with the onset of cold weather in January, particularly in the north of the area, resulting in layoffs in most construction trades. On the Welland Canal Relocation Project, limited activity in January increased as the month progressed. A major development in this project was the news that Pitts-McNamara Ltd. was the successful bidder on the \$31 million contract for the railway/road tunnel under the canal at Welland. Preparatory work began immediately and activities expect to be in full swing within a few weeks. Several hundred workers will be employed over the entire project with occupations ranging from heavy truck drivers and labourers to carpenters and electricians. Local workers available appear more than sufficient to meet anticipated demands. For the coming summer, present indications are that for the area as a whole there are sufficient construction projects on hand to maintain employment in the industry.

In the service sectors the main developments reflected primarily a continuation of major seasonal influences. These influences affect mostly the personal service industries and the retail trade. In the former, the usual seasonal low in activities contrasts with a

continuing demand for short order cooks and waitresses which is caused at present by high turnover in these occupations. The retail trade experienced a normal slowdown following the Christmas rush. A decline in consumer spending is a possible contributory factor, but at present the main influence is apparently seasonal, and hirings generally have been few and selective. However, the expansion and development of shopping plazas continues, creating flurries of demand for sales personnel, mainly female, in particular locations. For example, in Waterloo, the \$2 million Westmount Shopping Plaza opened for business in January; in Welland, approval has been given for the construction of a \$4.5 million plaza, and in Niagara Falls a fourth proposal for a major shopping plaza has been presented to the city council.

Elsewhere in the service sector, stable employment conditions prevailed, with the minor exception of real estate sales, where tight money has resulted in a reduction in business. Banks, finance and insurance companies continue to look for grade 12 business and commerce graduates to recruit for trainee positions. In the health services, the continuing expansion of hospital facilities, particularly in Guelph and Welland is creating demand for registered nurses, laboratory technicians, dietitians and medical librarians. An increased demand for nurse aids brought about by the expansion in the number of homes for the aged can easily be met from local supplies.

TORONTO METRO

Employment conditions deteriorated during the period under review, with evidence of a larger than usual seasonal contraction, much of it concentrated in the unskilled and semi-skilled occupations. However current seasonal factors, combined with the anti-inflationary measures, are at present apparently having a differential impact on the economy; some industries are maintaining high output and employment levels, and demand for many of the most highly skilled occupations has remained constant. Employers are reacting to the current economic situation by some interesting changes in their hiring policies. In the bench work, warehousing, labouring and trucking occupations, there is evidence to suggest that employers have largely curtailed permanent hirings and are substituting casual and short-term employees as a cost-reducing measure. In the highly skilled occupations, where labour is normally at a premium, including certain professional technical and managerial categories, companies have tended to retain labour, despite reduced levels of output and poorer sales outlooks, probably in recognition of the difficulties which will likely arise in securing skilled staff once normal activity resumes. With the decline in demand for clerical labour and a concomittant increase in persons looking for full-time clerical work, employers are proving more selective, and demanding high levels of proven academic achievement and work experience.

Employment activity in manufacturing industry generally has been at a low level, although some sections have maintained high levels of output and employment. Acute shortages of qualified tool and die makers and machinists persist, but vacancies are few in the plastics, leather, paper and chemical processing industries. Although this is to some extent seasonally normal, the upswing in the demand for labour from these industries which usually occurs at the end of January, had not this year materialized by the end of February.

In general, production in the metal products industry appears to be more buoyant than the current lack of hiring activity might suggest. In addition, two expansion projects are expected to provide 300 new jobs during 1970. Thermatex Windows of Canada Ltd., manufacturer of aluminum windows, doors, ladders and utility huts, is undertaking an

expansion; while in March, Palmer-Stile (Canada) Ltd., a subsidiary of Palmer-Stile Inc. of Detroit, is to begin manufacturing storage systems, ranging from simple shelving, to complex installations for large manufacturing plants with computerised stock control methods. The electronics industry also undertook little new hiring during the period under review; in fact there were some layoffs by Philco Ford Ltd. On the other hand, Philips Electronics Ltd. recalled some employees formerly laid off, and Seabreeze Products of Canada is reportedly to hire 100 females for light assembly work in March. Electronics and electrical assembly workers are at present in surplus, and the industry's additional labour requirements will probably be satisfied without difficulty.

Although no significant layoffs occurred during the period under review, wood-working and furniture manufacturers are experiencing quieter conditions than is usual for this time of year. In other industries, Massey-Ferguson Ltd. announced a two-week layoff of its 1400 production workers, on account of depressed sales of farm machinery, with recall scheduled for March 9. The customary seasonal reduction in employment by the Pilkington Glass Co Ltd. is slightly larger than usual this year, with 150 employees affected.

The Toronto Daily Star, publications and job printing division, has permanently laid off 60 staff. These are primarily rotogravure printing personnel and include 27 pressmen and 20 photoengravers, who are generally well paid and highly employable elsewhere. The company attributes the redundancy to the loss to a Montreal firm of the printing contract covering the Canadian Magazine Weekly newspaper insertion.

In accordance with normal seasonal trends, the clothing industry has experienced a general improvement in activity, particularly in casual wear. With the trend in favour of less formal dress, expensive costume fashions are less in demand, and some coat and dress manufacturers are abandoning fashion showings this year. The availability of numerous inexpensive synthetic fabrics has augmented employment in the industry, by facilitating the quantity production of inexpensive garments which are not meant to wear for long. Qualified and experienced textile workers, especially sewing machine operators, are continually in shortage.

The value of building permits issued in Toronto during 1969 totalled \$698,524, 992, a decline of \$61,309,934, or 8 per cent, over the previous year's figure. It is attributable in large part to a slump in apartment construction. Despite the decline of 23 per cent in apartment starts, Metro Toronto was again the leader among urban centers in Canada in dwelling starts in 1969, with a total of 31,874, compared with 23,650 in Montreal and 17,690 in Vancouver. The Metro Toronto total represented 47 per cent of the Ontario total of 69,365 and 19 per cent of the Canada total of 169,739.

The first months of 1970 have again seen commercial and industrial building continuing, with a slowdown occurring on residential construction. At the end of February work began on the \$50 million, four-acre Manufacturers Life Centre in downtown Toronto, which will consist of offices, shops and residential apartments. The project is scheduled for partial completion in 1972, with final completion in 1974.

It has been suggested that the volume of this winter's construction activity should be at least comparable to that of the recent past, as the cycle of high summer and low winter construction activity is rapidly evening out. Nevertheless, while employment opportunities have been available for most skilled tradesmen, there has been a

marked decline in demand for those occupations that do require favourable weather, such as construction equipment operators, dump truck drivers, and bulldozer operators. With registered vacancies in structural occupations having dropped from 362 in January 1969, to 168 in January 1970, large numbers of construction labourers are amongst the unemployed. In fact, the deterioration in employment prospects facing Toronto's unskilled labour has produced a heavy response to recruitment by the International Nickel Company Ltd. for mine and smelter workers for the Sudbury area. Other unemployed construction workers have been able to take advantage of the OTA construction course offered at this time of year.

Labour market activity in transportation has been seasonally restricted. The Port of Toronto will remain closed until the spring re-opening of the Great Lakes transportation system. The railways have registered only very limited demand, their moderate request for trackmen having been filled easily from live files of unemployed workers. Insurance regulations that require truck drivers to be 25 years of age or older, preclude the employment of the majority of Canada Manpower Centre clients registered in this category.

The services sector of Toronto's labour market, one of the largest single sectors in terms of Canada Manpower Centre activity, is characterized by a persistent long-term imbalance between the supply of, and demand for labour. Despite a relatively favourable vacancy/client ratio, many positions remain unfilled or experience a very high turnover, and many clients continue to be unemployed or dissatisfied in their employment. Wages that are only slightly above the minimum wage rate, unsuitable working conditions, and clients with insufficient qualifications and experience to secure the kinds of employment they would like, all contribute to excess demand and excess supply subsisting side-by-side, often in the same occupations.

In the personal service sector, a shortage of experienced hairdressers persists, and the drycleaning business continues to experience a shortage of hand and machine pressers. Apartment janitorial couples and domestic workers are always in short supply. In hotel and restaurant occupations, vacancies for counter girls and waitresses are numerous, and client interest minimal. On the other hand, there are cooks who have been unable to secure employment. Service stations continue to request additional and replacement staff, especially qualified auto mechanics with class "A" licenses, due to increased winter activity. A continuing demand for colour television servicemen may be alleviated by the OTA course in colour television servicing that is scheduled to begin in March of this year.

There has been a considerable increase in registrations at Canada Manpower Centres for full-time clerical employment. Employers are able to be more selective in hiring, with the result that proven academic achievements are at a premium, leaving a surplus of unqualified clients seeking permanent clerical work. However, among the more skilled clerical occupations, typist positions remain unfilled where wages are below the going rate or locations are inaccessible via public transportation, and long-standing shortages of secretaries and stenographers continue. In the accounting field, openings are few, particularly at the entry levels, as large firms have become increasingly computer-oriented. Demand from financial houses and industrial firms for experienced help to process income tax forms, together with mid-winter illnesses, have increased the need for temporary accounting assistance. Over 600 male and female clients have been placed

with Ontario Health Services Insurance Plan since recruiting began last fall. Standards for these hirings have been fairly rigid. Additional recruitment is expected from time to time.

In the wholesale and retail trade sectors, although January's sales figures approximately equalled those of the corresponding period in 1969, overall costs have increased significantly. With prices failing to keep pace, profits have diminished. This slowing trend is expected to continue into the second quarter of 1970. Hiring activity has been minimal and with, the seasonal rush over, many wholesale and retail companies have reduced staff. An early revival is not expected.

With high interest rates making it difficult for brokers to arrange suitable mortgages, finance, insurance, and real estate activity has been low. Finance companies continue to seek manager trainees, and insurance companies require salesmen, but little interest in these vacancies is evident.

In the administrative, professional and managerial occupations, the number of job vacancies notified to Toronto Canada Manpower Centres in January 1970 was 694, an appreciable rise from the January 1969 figure of 360. But with registered clients seeking full-time employment increasing numerically, the Canada Manpower Centres report an overall excess of unplaced applicants and an insufficiency of vacancies. As the local supply of teachers has continued to exceed demand, complete certification and Canadian experience have become prerequisites for employment. In the Social Work field, with agency budgets being limited, graduate social workers seeking work in the spring are expected to be more numerous than available entry positions. Among health service occupations a demand for registered medical laboratory technicians has been coupled with a surplus of unregistered or inadequately qualified foreign-trained clients. Pharmacists alone are in very short supply, with drugstores, 24-hour services, and hospitals competing for the limited numbers available.

HAMILTON METRO

In January and February, 1970, the depressant effects on employment of seasonal inactivity in a number of local industries, were supplemented by adverse developments in certain manufacturing sectors with consumer-oriented production. Although the capital goods sector tended to maintain production and employment levels, some uncertainty over the outlook for the second half of 1970 is evident, and is already being reflected in cautious hiring policies by the firms concerned.

In keeping with expectations that the first half of 1970 will be an active period for the local steel industry, Hamilton steelmakers continued to produce to near capacity levels in January and February, as customers built up inventories depleted by last year's steel workers' strikes. The largest manufacturers, namely The Steel Company of Canada Ltd. (Stelco) and Dominion Foundries and Steel Company Ltd. (Dofasco), began to recruit labourers, and men suitable for company apprenticeship programs. Both firms announced plans to convert their pickle lines from sulphuric to hydrochloric acid. These projects are the first stages in their anti-pollution programmes, which are expected to cost a total of \$58 - 68 million. In order to ensure the availability of land for expansion in Hamilton, Dofasco has purchased 110 acres of water-front property from Canadian Industries Ltd. (C.I.L.). The C.I.L. plant, many of whose production processes are obsolete, will be phased out over the next 5 years, with Dofasco possibly absorbing redundant C.I.L. employees as its own expansion proceeds.

Despite the optimism concerning steel markets during the first half of 1970, some uncertainty is evident about market conditions during the second half. The Government's anti-inflationary measures, in particular the prevailing high level of interest rates, could weaken automobile, domestic appliance and construction markets to the point where later in the year, steel production would be adversely affected.

A softening in the demand for new cars and consumer durables is already apparent. Cut-backs by the automobile assembly in response to high dealer inventories are now affecting Hamilton automobile components and accessories manufacturers. For example, in January, Allen Industries Ltd., faced with reduced demand for seat covers and automobile soft trim, laid off 100 female sewing machine operators and assemblers and 15 male material handlers. The John Inglis Company Ltd., manufacturer of refrigerators, is also facing a deterioration in market demand. Since mid-December, the Company has laid off over 100 employees at its Stoney Creek plant.

Other manufacturers of electrical products in the area, although less dependent on consumer appliances, have undertaken noticeably less recruitment in recent months. Canadian Westinghouse Ltd., quite active in the labour market during the second half of 1969, undertook far less hiring in January and February, although this situation may change as a result of new contracts secured. In early January, the Company recalled 100 workers laid off at its Hamilton and Grimsby plants in December due to a labour dispute at the Brantford factory. The affected workers produced tubes for the operation at Brantford, and returned to work on the strength of orders for tubes placed by other firms.

Poor wheat sales continue to affect western markets for agricultural equipment, which in turn have prolonged manufacturers' relative inactivity in local labour markets. International Harvester Ltd. plans no significant staff increases in Hamilton in the foreseeable future, and Lely Ltd. of Burlington has postponed a planned plant expansion, indicating that while the long-term growth prospects are considered good, the short-run outlook has dictated a change in strategy.

The Hamilton transportation equipment industry appeared to run counter to over-all trends by increasing hiring activity during the first two months of the year. Contracts received late in 1969 from Canadian National and Canadian Pacific Railways, enabled the National Steel Car Corporation to retain labour hired previously; a recent order for wood-lined box cars required a new assembly line for which the firm recruited 100 arc welders and labourers through Hamilton Canada Manpower Centre. Nevertheless, if production and staff levels are to be maintained past the first quarter of 1970, additional orders will have to be secured, failing which a reduction in output and employment would most likely lead to a large surplus of welders, fitters and related workers on the Hamilton labour market.

The area construction industry is seasonally quiet, but the size and number of new contracts awarded in January and February in all sectors suggest a strong resumption of activity will take place in the Spring. On the basis of this, high levels of demand for all construction tradesmen are forecast. In the residential construction sector five new apartment buildings for Hamilton, valued at some \$2.3 million, are at various stages of planning prior to the actual award of contracts. Combined with single-family housing envisaged in the Burlington area, these projects augur well for renewed activity in March or April. Outside the residential sector, while work continued on the McMaster University Health Sciences Centre, construction began on an \$800,000 lecture theatre. In addition, tenders are due for a further \$1.2 million of school construction in the Hamilton area. W. A. McDougall Ltd. of London, was awarded a \$21.5 million contract

for a secondary sewage plant in the city; other municipal work contracts totalling \$4 million will add to the demand for construction tradesmen this coming Spring.

Some local construction material suppliers are hiring in preparation for the revival of construction activity. They include several firms in the structural metal fabricating sector; Stanton Pipes Ltd. began to staff a second shift by hiring 35 lift truck operators, crane operators, lathe operators and general labourers, and Bridge and Tank Company Ltd. also recruited additional labour in January. The recent \$1.5 million expansion by Diamond Clay Products Ltd. of Burlington has resulted in a 60 per cent increase in capacity and the company has taken on 30 new employees. However, other Companies have reacted to the current inactivity in construction by prolonging layoffs. For example General Concrete Ltd. of Stoney Creek, laid off a further 35 employees, additional to the 25 dismissed last December, apparently in response to seasonal inactivity and to the loss in orders caused by last year's construction trades disputes.

In the trade sector the January sales led to a short-lived continuation of Christmas activity. This was not reflected in enhanced demand for labour in this sector since many retailers, especially the department stores, retained Christmas help into January. Local retailers often handled the extra Christmas business by increasing the hours of their regular part-time workers, so the return to normal sales volumes in January and February resulted in only a small exodus of female workers from the labour market. Automobile retailers were placing orders for mechanics and other garage personnel, but probably on account of slow sales, were not hiring any salesmen. The demand for labour from the local Real Estate sector was at a low level in January and February reflecting not only the seasonal slow down in sales but also an underlying market weakness apparent since last summer. The number of units sold in January was 25 per cent below the figure for January, 1969, and while monthly increases in sales are expected until the May peak, it is considered unlikely that these will approach 1969 levels. Labour demand from this sector will likely remain low in this period, as realtors postpone hirings until they are warranted by sales volumes.

In the service sector, educational institutes such as McMaster University did not resume recruiting at the levels prevailing until last October, and hirings were confined to turnover replacements. In contrast, hotels and restaurants were active in the local market in January and February hiring cooks and waitresses, while seasonal increases in illness probably accounted for a greater demand for nurse maids and housekeepers.

Only one labour dispute was in progress during the period under review. On 12 December, 1969, 100 employees of Building Products of Canada Ltd., members of local 627, International Chemical Workers Union, went on strike, mainly over wages.

SOUTHWESTERN ONTARIO

During the period under review, the employment situation in Southwestern Ontario varied from industry to industry. Seasonal factors apart, a number of adverse developments taken in isolation give a rather pessimistic impression of current conditions. Seasonally low employment levels prevailed in the agricultural sector while in the non-agricultural sector employment declines in the trade, service and transportation industries followed a temporary upturn in activity recorded during the latter part of 1969. But the decrease in employment resulted primarily from lower than normal employment levels in both manufacturing and construction. However, there is evidence not only of con-

tinuing strength in output and employment in certain sectors, but also of business confidence in the eventual revival of market demand. It is significant that capital expansion programs in the area are proceeding, and, in addition, new ones continue to be announced.

Because of depressed prices and the consequent slow sales of flue-cured tobacco at exchanges in Delhi, Tillsonburg and Aylmer, the anticipated increases in employment at tobacco processing plants has not been realized. Due in part to the current controversy over tobacco products, as well as a 25 million pound over-production, the over-all average price for tobacco is reported below 65.5 cents-per-pound, which is well under the 67 to 71 cents-per-pound range projected for the 1969 crop by both buyers and growers. While the tobacco auction is usually completed by the end of March, it is expected that if prices remain at their present low level, the market will not be cleared until May, with fewer employees involved over a longer period of time in processing operations. The depressed market conditions also raise the possibility of a more restrictive attitude on the part of the Ontario Flue-Cured Tobacco Growers' Marketing Board concerning future crop production. If this occurs, manpower requirements for the growing, harvesting and processing of tobacco will be decreased, with a probable shift of resources from tobacco farming into the production of alternative crops.

In terms of employment conditions, the manufacturing sector presents a mixed picture for the short and medium term future. Leather and leather products industries located in London are at present experiencing a decline in employment. In February, the London plant of Robson-Lang Leathers Ltd. closed down, reportedly because of obsolete equipment and production techniques. The closure affected some 230 employees, 90 of whom were dismissed last fall when the sole leather division was closed and production was concentrated on producing upper leathers for footwear and handbags. In the latest move, 40 of the remaining 140 employees were offered similar jobs in the company's other tanneries at Oshawa, Kitchener, Cobourg and Barrie. A Manpower Planning Committee, set up under the Department of Manpower and Immigration's Manpower Consultative Service Program, will assist the other employees in obtaining alternative employment.

Of more widespread significance was a continued decline in manufacturing employment which occurred as sagging sales and record new car inventories caused the major automobile producers to extend the production cutbacks initiated toward the end of last year. Week-long lay-offs, short work weeks, and slowdowns in production by General Motors of Canada Ltd. and Chrysler Canada Ltd. during January and February affected some 5,000 workers at car assembly and parts plants in Windsor. The depressed market conditions for the domestically produced products are attributable in part to consumer credit restraints stemming from government anti-inflationary policies, but are also the result of competitive foreign car imports and a changing preference on the part of consumers in favour of sub-compact and mini models. Though production cutbacks have primarily affected factory workers, major cost-cutting moves are being initiated to include a cut in administrative costs expected to result in the lay off of salaried white collar workers at all levels. Though these measures will have their greatest impact on administrative personnel at head offices in the United States, some effect may be felt in Canada. The depressed conditions are expected to continue at least until mid-year, after which extensive retooling for 1971 models will begin. Union contract negotiations are scheduled to get underway in September.

While the lay-offs have spread to other auto parts manufacturing plants in the district, the construction of new plants and plant expansions as well as major production

changes continue. One of the largest plant conversion projects in Canadian automotive history is in its final stages in Windsor. The \$100 million project involves converting the Ford Company of Canada Ltd. former transmission and chassis plant into a second engine plant. Approximately 400 out of a total of 1,100 workers have so far been affected by temporary lay-offs during the conversion; however, when the plant begins production for the 1971 models later this summer more than 300 additional jobs will be created.

Prompted by increased demands for their products, manufacturers of other transportation equipment and heavy machinery maintain high employment levels. Following recent contract awards, General Motors Canada Ltd. Diesel Division in London doubled its railway locomotive production in January and a further 25 per cent increase is expected by June. With an additional strong demand for diesel buses, the coach production schedule at the same plant is anticipated to increase by 50 per cent. Plans for a 77,000 sq. ft. expansion of the London plant have been announced but the increased employment resulting from the expansion has not yet been specified.

Other manufacturing industries anticipating increases in employment include wood products manufacturers and companies manufacturing non-metallic mineral and petrochemical products. Chris Craft of Canada Ltd. at Stratford, has projected a 200 per cent increase in its board production with 70 per cent of the increase for export to the United States, while a new company, Windbourne Yacht Sales Ltd. has begun production of molded fibreglass sailboats in Sarnia. The latter company will employ less than 50 persons, mostly females; the Stratford company will require woodworkers and sanders, painters and cabinetmakers. A \$3.5 million expansion program announced by the Steel Company of Canada Ltd. for the company's chemical lime works in Ingersoll will double the plant's existing capacity. The expansion is expected to be completed by mid-1971 with only a minimal increase in employment. The Polymer Corporation Ltd. at Sarnia is to diversify its operations by expansion into the Canadian housing industry. Under license, assembly-line-produced modules will be manufactured for luxury, moderate or low-cost housing, including individual homes, town houses or apartments, and also for the construction of schools, hospitals, motels, office buildings and other structures. The modules will be built in a factory and will be trucked to the site to be bolted into place. The two features of in-plant assembly and a reduction of the on-site labour required will have far-reaching effects on the existing arrangement of construction trades. A prototype operation, or sample factory, could be set up within a year to test the product before large scale production is initiated.

Current monetary restrictions have had the ultimate effect of slowing down both residential and institutional construction within the district. Current surpluses of construction tradesmen, however, can be attributed in large part to a number of factors which have caused delays in major projects, supplementing a seasonal slowdown in the industry. Among these factors was the decision to relocate the \$760 million Bruce Generating Station for Ontario Hydro at Douglas Point, which resulted in the suspension of work on that project until May. A shortage of structural steel as the result of strikes in the steel industry last fall delayed construction at a \$30 million university medical complex and a \$5.6 million city hall in London, with renewed activity at these projects expected in March. Reduced construction activity in the Sarnia area is attributable to pending union contract negotiations, as present contracts expire in April. Strikes and lockouts in the Windsor Area last summer caused delays in numerous projects with the result that a sufficient backlog of work exists there to absorb local surpluses. Over-all activity in the industry is expected to increase with the onset of spring when the current surplus of construction tradesmen is expected to be reduced.

Following a five to ten per cent year-over-year increase in retail sales over the Christmas season, a decline in employment occurred in the trade sector, as expected. The trend towards the location of food retailing outlets in major shopping centres resulted in the February closing of five Loblaw Groceterias Ltd. stores in Windsor. Forty-three full-time employees were affected by the closings and the five managers have been placed at other stores in Ontario. Alternative employment for the remaining employees will likely be available at a new shopping centre and department store currently under construction in Windsor. Within the past year Loblaws has closed 12 to 15 other small stores at various locations in Ontario, and the company will locate only at large shopping centres in the future.

NORTHERN ONTARIO

The two mainstays of the Northern Ontario economy, mining and forestry, continue to develop. With production and employment levels back to normal after strikes in 1969, the mining industry is entering an expansionary phase. Besides the development of several new mines in the north-western part of the district, expansions of existing mines promise to keep construction activity high this spring in centres such as Sudbury and Timmins. The forestry industry's pulp and paper sector will also boost construction, particularly at Fort Frances. This rather vigorous outlook is somewhat dampened by the current weakness in the Canadian lumber market and by the slackening of wholesale and retail sales.

After a year punctuated with a series of major strikes, a semblance of normality returned to the mining sector. On February 3, 1970 an agreement was concluded ending the three and one-half month strike at Noranda Mines' Manitouwadge operations. It is expected that over three-quarters of the mines' pre-strike labour force of 380 men will return to work. The others will have found permanent jobs elsewhere and are unlikely to return.

At Sudbury, both the Falconbridge Nickel Company Ltd. and the International Nickel Company Ltd. continue to recruit in large numbers. The prevailing scarcity of hardrock miners is likely to intensify with several new mining ventures in the offing. It is expected that South Bay Mines Ltd. will be in production at Uchi Lake in Northwestern Ontario by early 1971. There are also strong indications that Mattagami Lake Mines' Sturgeon Lake discovery in the same general area will be brought into production within three years. Preliminary drilling estimates of this copper-zinc-lead-silver-gold orebody indicate a yield of 10 to 15 million tons to a depth of 600 feet.

While the mining picture looks generally optimistic, it was noted that the Algoma Ore Division's iron mine at Wawa will continue operating at reduced output for the remainder of 1970. This is primarily the result of Algoma Steel Ltd. in Sault Ste. Marie using more of the pelletized iron oxide from Steep Rock Iron Mines in place of the sintered iron produced at Wawa. It is too early yet to speculate what this development holds for the future of iron mining at Wawa.

With the exceptions of Sudbury and Sault Ste. Marie, construction activity appears to be at a low level in most Northern Ontario communities. While this is to some extent normal for this time of year, high interest rates, rising prices and tight money have reinforced the normal seasonal factors with the result that construction work has come to a near standstill, particularly in the Timmins and Thunder Bay areas. Although the outlook is very promising for Timmins, with about \$65 million worth of

industrial construction expected to begin in the early spring, the current depressed conditions existing at Thunder Bay will possibly continue into the spring and summer. However, despite the slackness in the industry in such places as Thunder Bay and New Liskeard, there should be no dearth of work for construction personnel in Northern Ontario. In addition to the already mentioned Timmins projects, several hundred workers will be required in the construction of the new multi-million dollar Kraft Mill at Fort Frances, and upwards of 1,500 – 2,500 construction tradesmen will be required for the large industrial and commercial projects already launched at Sudbury. Both Sudbury and Sault Ste. Marie report that a shortage of tradesmen is already apparent in their areas. The shortage does not appear to be due to wages; a recent agreement concluded at Sudbury gives the city's electricians the distinction of being the first in their category in Ontario to achieve over seven dollars an hour in wages alone.

High interest rates and tight money have also had their effect upon the wood-products industry. With the exception of the Sault Ste. Marie area, which sells 99 per cent of its lumber products in the United States market, all areas have reported depressed lumber sales, with the consequent closing of mills and the laying off of staff. The Hearst area expects 160 men to be laid off over the next 3 months as three saw and three planing mills close down temporarily. At North Bay, Canadian Johns Manville Ltd. cut back its staff by twelve. Lumber buyers, anticipating a further deterioration in prices, are holding off placing orders. Lumber is currently selling at \$8 per 1,000 board feet less than last month, and prices are down \$25 per 1,000 board feet from this time last year.

The pulp and paper mills have been largely unaffected by the softening demand for lumber. The Thunder Bay, Kenora and Fort Frances areas all report that their mills are operating at full capacity. Recent medium-range forecasts, 1–3 years, prepared by the industry, show that Canadian pulp and paper producers can shortly expect the demand for their products to exceed existing production capacity. There are early indications that this imbalance is already affecting the industry.

The beginning of a new year heralded the end of an important link for several Northern Ontario communities. On January 1, 1970, Georgian Bay Airways Ltd. ceased operations. The airline operated daily flights between Sault Ste. Marie, Kapuskasing, Timmins, Sudbury, North Bay, Ottawa and Montreal. The failure of this regional airline has mainly been attributed to its failure to secure any really lucrative and thus sustaining air routes from the Air Transport Committee of the Canadian Transport Commission.

North Bay received a further setback with regards to transportation, when Canadian Pacific Railways closed some repair and servicing facilities there and moved them to Sudbury. Of the 70 men affected, thirty are being relocated to Sudbury. The other forty are not expected to have difficulty in obtaining alternative employment. Industrial expansions in North Bay are expected to provide 200–300 new jobs this year.

Manufacturing also provides the one bright spot at Thunder Bay. As was expected, the Canadian Car Ltd. obtained the multi-million dollar contract for construction of subway cars for the Toronto Transit Commission. Thus many of those welders and fitters recently laid off should soon be back at work.

Wholesale and retail sales have shown an unusually large post-Christmas decrease. The slack is not concentrated in any particular sector, but rather appears across a broad spectrum of outlets. Thunder Bay car sales have dipped between 15 and 30 per cent in comparison with sales for the same period last year. The slump has been so serious at Elliot Lake that the majority of stores have laid off personnel, and a number of outlets have gone out of business.

The service sector also reports considerable slack with hotels and restaurants noticing an appreciable drop in business. Despite this slowed pace of activity, all centres report a continued shortage of salespersons, particularly for finance, insurance and real estate. The nature of the work and commission-based remuneration are two of the major reasons for these shortages. Most areas also report scarcities of experienced maids and housekeepers.

1969: The Year In Retrospect

1969 was a favourable year for the Ontario economy in terms of both output and employment. It was also a year during which inflation was of increasing concern to the Government and inevitably by December there were very definite indications that the anti-inflationary measures introduced during 1969 by the Federal Government were affecting both output and employment.

However, for most of 1969, the anti-inflationary measures had no apparent depressant effect on labour market activity. Taking the year as a whole, employment increased more rapidly than the labour force, and actual unemployment rates remained low, in comparison with previous years. The labour force in Ontario during 1969 stood at an average of 3,032,000, 3.3 percent above the figure for 1968. This is the smallest increase in recent years, below the 3.5 percent rise from 1967 to 1968, the 4.2 percent rise from 1966 to 1967, and the increase of 4.0 percent from 1965 to 1966. However, employment grew more rapidly; the average for the year of 2,936,000 was 3.7 percent above the figure for 1968, and above the 3.1 percent registered from 1967 to 1968 and the 3.5 percent from 1966 to 1967. Actual unemployment rates in 1969 remained below the 1968 rates until November when a rate of 2.7 percent was recorded for both years. In December 1969, the rate of 3.1 percent was only slightly higher than the figure for December 1968.

One interesting aspect of labour force growth during 1969 was the behaviour of the 14–19 age group between 1968 to 1969. In the last seven months of 1969 the reported numbers of 14–19 year olds in the labour force were consistently below the figures for the corresponding months of 1968 despite the fact that the estimated population in this age group continued to grow. The average participation rate for the 14–19 group in Ontario decreased from 35.9 percent in 1968 to 34.6 percent in 1969. There has been a general trend towards falling seasonally-adjusted participation rates in Canada for males in the 14–19 age group for a number of years. This phenomenon can be largely attributed to a tendency towards longer years of schooling and the figures for Ontario suggest that this trend continued in 1969.

The number of immigrants destined to the Ontario labour force in the first eleven months of 1969 declined from the comparable period of 1968. However, the decline had only a marginal effect on labour force levels in Ontario.

The upswing in activity really began in mid-1968, and by the beginning of 1969 it was clear that high levels of production would be attained during the year. However, even at that time, interest rates were considered high and more stringent anti-inflationary measures were a very real possibility. There was no evidence to indicate that this was constituting a deterrent to business expectations: planned construction investment suggested a 10 percent increase (to \$3.9 billion) over the 1968 level and capital investment in machinery and equipment was estimated to rise 18.5 percent over the 1968 figure, to \$2.5 billion, with an increase of 35 percent (from \$768.6 million to \$1 billion) in the manufacturing sector alone. This compared with declines of 4.5 percent and 14.1 percent between 1967 and 1968. Underlying business expectations were the rising level of consumer spending in the last half of 1968 and the first half of 1969, and strong export demand, both of which provided market incentives to higher levels of manufacturing activity, and a less direct but nevertheless significant impetus to the service industries and construction.

The prevailing mood of optimism was sustained during the first half of the year despite the not entirely unexpected introduction of more vigorous anti-inflationary measures by the Federal Government. The budget handed down by the Honourable E. J. Benson on June 3rd had a stated purpose of restraining inflationary trends by means of a large budget surplus, and a number of more specific measures, including the acceleration of tariff reductions negotiated under the Kennedy Round, and the deferral of capital cost allowances on commercial construction projects in major centres in Ontario until the end of 1970.

This new measure was announced at a time when other factors were adversely affecting profit expectations and future levels of activity in the construction industry. Wage negotiations concluded during the summer resulted in 20–35 percent increases over a two-year period in Hamilton and Toronto. So, faced with enhanced materials and labour costs, the deferment of capital cost allowances, and increasing cost for and difficulties in obtaining financial backing, some reconsideration of construction projects to be undertaken was inevitable. Until the summer, the outlook for the construction industry had been particularly favourable. At the beginning of the year, the industry was experiencing its seasonal slowdown, but the winter surpluses of skilled tradesmen evident in previous years had not emerged to the same extent. With the coming of spring, activity increased; in April, urban housing starts in Ontario were 36 percent above the comparable 1968 figure, and altogether the total building contracts awarded in the first half of 1969 were up 23.3 percent on the figures for the first half of 1968. The heavy work-load was soon reflected in acute shortages of skilled construction tradesmen in a number of urban centres, particularly Toronto and Hamilton.

Despite counter-inflationary policies, rising interest rates, and a general shortage of mortgage funds, construction remained at a high level for the remainder of the year with strong demand for skilled workers continuing and shortages in some areas persisting into the early winter months. Although some softening in housing starts became apparent in August, along with postponements of some institutional and civil engineering projects, mainly in the public sector, the value of building permits issued for industrial and commercial structures increased during the second half of 1969.

However, the value of building contracts actually awarded during the second half of 1969 in Ontario was 6 percent less than in the first half of the year, although it represented an increase of over 10 percent over the total for the second half of 1968. Although it was expected that some considerable time might elapse before this had any effect on the demand for skilled labour in the construction industry, the ratio of clients registered to vacancies notified at Canada Manpower Centres was higher in November and December 1969 than that prevailing in the same two months of 1968.

Employment activity in manufacturing was in the early part of 1969 generally at a level well above the comparable 1968 levels with pulp and paper, iron and steel and motor vehicle production showing the greatest gains in output but with increases in employment ranging generally throughout the sector.

Consumer spending was strong throughout the year, although by the fourth quarter, there was evidence of a pronounced shift away from durables, including automobiles. To mid-December, total Canadian vehicle production was 1.3 million units, compared with 1.1 million units for the same period of 1968. The demand for labour was running at a high level, and shortages in an extensive range of skilled engineering occupations emerged in the metal fabricating, machinery, motor vehicle component, and electrical products industries. However, by the end of the summer, sales of domestically-manufactured passenger cars had begun to slacken, and except for September,

remained below those of 1968 for each month between July and December. Some companies cut back production in November, but there was no significant impact on employment until the year-end, when high dealer inventories resulted in extended Christmas holiday closures at General Motors of Canada Ltd., and Fort Canada Ltd. Simultaneously, the first layoffs began at firms supplying components and accessories to the assembly plants. The main impact on the labour market, however, was delayed until 1970. Despite deteriorating market conditions for the larger domestic electric appliances towards the end of 1969, no significant layoffs took place until the new year, with the exception of the closing of Kelvinator Ltd., in London.

Manufacturing of harvesting machinery was at a relatively slow pace in the autumn of 1969 as a result in large part of the glut in the world market for western grains. Layoffs occurred at major manufacturers affecting large numbers of assembly workers. In the aircraft components industry some manufacturers in Southern Ontario were responsible for sizeable layoffs involving machine and lathe operators as well as primary assemblers and fitters. But in shipbuilding some revival was evident by the year-end, and high levels of activity were maintained throughout the year in the heavy transportation equipment industry, with welders and welder-fitters in demand.

Primary metal production throughout 1969 was strong. By early summer, an additional impetus was given to demand by consumer stockpiling in advance of anticipated strikes. Extensive work stoppages in mid-summer at major steel and nickel producing companies involved some 40,000 workers directly, and involved layoffs by some firms dependant upon the strike-bound plants for raw material supplies. Coincident with resumption of normal production levels by the fall were announcements of major expansion projects in the steel and nickel industries which will result in major additions to capacity later in the 1970's.

Employment in the service sector reflected the general long-term increase with seasonal highs in activity reflected in shortages of people in hospitality industry occupations, especially cooks, waitresses and domestic workers. Favourable weather conditions supported the higher levels of demand with students seeking temporary summer employment often filling the job vacancies. By autumn, demand for workers in this sector moderated as the tourist season drew to a close so that most hiring activity was for replacement purposes. This coincided with the return of students to school, and was followed by increasing shortages of qualified and specialized sales personnel in anticipation of a high level of retailing activity during the Christmas season.

The value of retail trade on a seasonally-adjusted basis throughout 1969 was consistently above the 1968 level with almost steady increases from March 1969 through to September. While the total dropped in October, a slight recovery was registered in November. Employment in this sector followed the usual seasonal pattern and remained consistently above the levels of the previous year. However, the demand for casual sales help for the Christmas season appears to be diminishing year by year. The large retailing companies in particular are tending to ask regular part-time employees to work longer hours to meet peak trading requirements, rather than hire additional staff for short periods of time only.

Throughout the year, the demand for clerical and stenographic workers was high, particularly in Toronto. By the year end, however, the market was tightening, with employers confining recruiting largely to the more skilled occupations. Job seekers were finding fewer openings, with employers placing more emphasis on high levels of formal education and proven job experience.

In the professional labour market, the three salient features of the year under review were the improvement in the demand/supply relationship for teachers and nurses, and the surplus of University general arts graduates. For some years, teachers and nurses have been in marked shortage, but in 1969, there was an improvement, with the result that by the end of the year, shortages of teachers were confined largely to specialized posts or remote area locations, while in the case of nurses, the acute shortage situation was limited in the main to the smaller urban and rural areas. By the end of the year, it was apparent that the client: vacancy ratio in the professional job market was increasing, excepting the production-oriented occupations, such as experienced mechanical and electrical engineers.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

January 31, 1970

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	538	Niagara Falls	2,942
Barrie	2,405	North Bay	1,480
Belleville	1,162	Oakville	1,271
Bracebridge	798	Orillia	1,327
Brampton	2,093	Oshawa	2,583
Brantford	2,859	Ottawa	4,635
Brockville	614	Owen Sound	1,803
Carleton Place	251	Parry Sound	511
Chatham	2,355	Pembroke	1,570
Cobourg	1,265	Perth	517
Collingwood	1,309	Peterborough	3,064
Cornwall	3,672	Picton	425
Elliot Lake	503	Port Colborne	368
Fort Erie	741	Prescott	949
Fort Frances	704	Renfrew	638
Galt	1,629	St. Catharines	4,598
Gananoque	374	St. Thomas	1,016
Goderich	852	Sarnia	2,089
Guelph	1,495	Sault Ste. Maire	3,726
Hamilton	10,381	Simcoe	1,582
Hawkesbury	1,287	Smiths Falls	513
Kapuskasing	1,040	Stratford	516
Kenora	998	Sturgeon Falls	817
Kingston	2,562	Sudbury	2,731
Kirkland Lake	783	Thunder Bay (F.W.)	2,623
Kitchener	2,375	Thunder Bay (P.A.)	2,974
Leamington	837	Tillsonburg	988
Lindsay	999	Timmins	2,555
Listowel	696	Toronto Metro	42,086
London	6,544	Trenton	1,220
Midland	1,322	Walkerton	937
Napanee	878	Wallaceburg	604
New Liskeard	900	Welland	1,712
Newmarket	1,752	Windsor	5,385
		Woodstock	1,161

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, January, 1970.

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 579-1550
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	The Federal Bldg., Centre Street	(613) 235-1851

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue, Postal Station "F" Thunder Bay, Ont.	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street, Postal Station "P" Thunder Bay, Ontario.	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261
<p align="center">MANPOWER CONSULTATIVE SERVICE BOX 23, TORONTO DOMINION CENTRE TORONTO 111, ONTARIO</p>		
	D. Adamson	(416)369-3761
	R.E. Blois	(416)369-3775

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212 (676)2830-2831
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	(613)659-2313
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 75 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)679-4113
Sarnia	P.O. Box 184, Federal Building	(519)337-5419
Windsor	441 University Avenue, West P.O. Box 219	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)274-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South P.O. Box 663	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104

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DEPARTMENT OF MANPOWER AND IMMIGRATION

Hon. Allan J. MacEachen
Minister



Lacking Vol. 3, no. 2

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CANADA

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Ontario Region

MAY-JUNE 1970 Volume 3 No. 3

Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

May-June 1970

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario, Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Box 23, Toronto Dominion Centre, Toronto 111, Ontario.

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OCCUPATIONAL SHORTAGES – ONTARIO

MAY 1970

As Reported by Canada Manpower Centres

<i>Strong</i>	<i>Moderate</i>	<i>Light</i>
Insurance Salesman	Maid, General Company Labourer Secretary	Nurse, General Duty Stenographer Machinist Electronics Mechanic Miner Automobile Mechanic Transcribing Machine Operator Salesman, Advertising Fitter Physical Therapist Cook Shipfitter
<div> <p>Light – 25–50 Shortages</p> <p>Moderate – 51–100 Shortages</p> <p>Strong – over 100 Shortages</p> </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Ottawa Tabulation of Occupational Shortages Reports.

OCCUPATIONAL SHORTAGES — ONTARIO

Reports from Canada Manpower Centres indicate that there were 16 occupations having shortages of 25 or more in May, 1970 compared with 24 such occupations in May of last year. According to the shortages report in the previous issue of the review, there were 21 occupations for which 25 or more shortages were reported in March, 1970. The number of occupations in chronic shortage seems generally to be lower in the first five months of 1970 than in the comparable period of 1969. This may be a reflection of the overall slackening in the demand for labour which is evidenced by higher unemployment rates and the failure of employment to increase in accordance with normal seasonal patterns.

Such shortages as are reported are heavily concentrated in the light category. Of the 16 occupations listed in May, 1970 only one can be classified as strong, 3 as moderate, and the remaining 12 as light.

The demand for insurance salesmen increased from March to May and was widespread throughout the province. General maids and company labourers were in moderate shortage in May whereas both fell into the strong category in March.

Notable deletions from the list of chronic shortages from March to May include typist, life underwriter, tool-and-die maker, sewing machine operator, nursemaid and structural steel worker.

New additions to the list in May include electronics mechanic and advertising salesman, with the demand for both these occupations being concentrated mainly in Toronto. Miners and cooks were also new additions to the list.

The demand for fitters is concentrated mainly in Welland while shipfitters are needed primarily in St. Catharines.

**LABOUR MARKET INDICATORS
CANADA AND ONTARIO**

<i>Description</i>	<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	April 1970 April 1969	21,324,000 21,007,000	7,611,000 7,425,000
Immigration 1 (all immigrants)	Jan-Mar 1970 Jan-Mar 1969	30,783 30,788	17,137 16,177
Immigration 11 (immigrants directly into labour force)	Jan-Mar 1970 Jan-Mar 1969	16,607 16,764	9,256 9,011
Labour Force	May 1970 May 1969	8,465,000 8,248,000	3,176,000 3,056,000
Employment	May 1970 May 1969	7,952,000 7,862,000	3,044,000 2,959,000
Unemployment	May 1970 May 1969	513,000 386,000	132,000 97,000
Unemployment Rate (as a % of Labour Force)	May 1970 May 1969	6.1 4.7	4.2 3.2
Av. Weekly Wages & Salaries (industrial composite)	Mar 1970 Mar 1969	\$123.73 \$116.11	\$127.75 \$119.54
Av. Hourly Earnings (in manufacturing)	Mar. 1970 Mar 1969	\$ 2.96 \$ 2.74	\$ 3.12 \$ 2.87
Av. Hours Worked Per Week (in manufacturing)	Mar 1970 Mar 1969	39.5 40.5	39.5 40.5
Monthly Housing Starts (urban areas)	April 1970 April 1969	9,925 15,542	4,225 5,443
Total Housing Starts (urban areas)	Jan-Apr 1970 Jan-Apr 1969	29,272 49,499	9,871 19,030

MAJOR DEVELOPMENTS

It is common practice, at a time when the first half of the business year is drawing to a close, to size up the performance of the economy as it appears from national accounts, rather than assess underlying trends and expectations. If public opinion and analysts are nevertheless persistently attracted to a reappraisal of past and recent policy factors, the explanation is to be found in the ambivalent pattern of adjustments by the economy to anti-inflationary measures.

In this context, the real Domestic product index, published for the first time quite recently by the Dominion Bureau of Statistics, advanced one per cent between March and April. The index (1961 = 100) stood at 157.5 in April, compared with 155.9 in March. Manufacturing, wholesale, retail trade and services all contributed to the April advance. The Consumer price index declined from 129.7 in April to 129.6 in May, mainly because of lower food prices. With this drop the index was only 3.8 per cent higher than a year earlier, showing a sizeable decrease in the year-over-year comparison from the 4.6 per cent differential registered in March.

In contrast, the seasonally adjusted unemployment rate for Ontario rose from 4.3 per cent in April to 4.6 per cent in May. On the same basis, the rate for Canada was 6.2 per cent, up sharply from 5.6 per cent in April. Historically, these are the highest unemployment rates for the last eight years. This is consistent with employers reducing hiring activity due to slackening consumer demand, and making more efficient use of their employed labour force. Apparent increases in unit labour costs are a factor in the decline of profit levels; according to a survey of 236 publicly reporting companies in the major industrial groups, after-tax profits were only 10.1 per cent ahead in the first quarter of 1970, compared with a year-to-year increase of 23 per cent recorded in the first quarter of 1969.

Under these conditions, negotiated wage settlements have a special significance. Recommendations for voluntary wage guidelines formulated by the Prices and Incomes Commission, for a yearly increase not exceeding 6 per cent, have been rejected by the labour movement and have not been observed in new collective agreements. Some examples set in Ontario are a 20.3 per cent raise for Toronto Separate School Teachers for two years; a 28 per cent increase over two years for

Groceteria workers; a 39 per cent increase for 30 months to the Teamsters in Sarnia, and finally a 32 per cent package for less than a year to Hamilton bricklayers. More significantly, these same guidelines are now being tested in the public service, in the dispute between the Federal Government and the Council of Postal Unions.

The seasonal revival in the demand for labour by the agricultural industry failed to produce the expected increase in jobs. Cannery and food processors cut back their requirements for cash crops in view of changing demand conditions. Moreover, a 42 per cent reduction in the permissible acreage of tobacco in Ontario will significantly reduce the 1970 crop. An estimated 15 per cent decrease on the 33,000 workers engaged last year in harvesting is partly due to a further mechanization of operations. Surpluses of seasonal workers are reported from most areas, and only a limited number of Caribbean labourers were flown in this year. Closely related to trends in agriculture, sales prospects of farm implements manufacturers are seriously impaired. Massey-Ferguson Industries in Brampton will close down its two combine plants in July, and only 325 of the 625 assembly workers will be called back in September. White Motor Company of Canada at Brantford began a six week layoff of 160 production workers, and International Harvester Company of Canada Limited at Hamilton is maintaining a layoff of 685 assembly workers. More significant, of course, is the cyclical trend in the industry, with an approximately 50 per cent decrease in the number of hourly-rated workers during the last five years.

The recently outlined new textile policy is designed to bolster the strongest elements in Canada's clothing and textile industry and phase out marginal undertakings. Since a combination of special tariffs and other appropriate measures, with legislative amendments, will only be introduced next fall, the industry is still under the impact of import competition and slackening consumer demand. Approximately 600 workers are on layoff in Eastern and Central Ontario.

During the period under review, there was some improvement in the outlook for automotive industry, Canada's leading exporter since the 1965 Auto Pact. After a series of setbacks in the first four months of the year, due to a reversal of consumer spending trends in the entire North American market, which resulted in

temporary shutdowns and layoffs, the industry showed a revival of production and sales in June. Production of passenger cars by June 6 amounted to 495,660 units as against 473,150 last year at the same time. High production levels will be maintained until the model changeover and shutdown in July. There has been a distinct improvement in sales: North American passenger car sales in May by the big four were only 17.8 per cent below those of May 1969, whereas the drop in the first quarter of 1970 over the comparable level of 1969 was over 22 per cent. Ford Motor Company Limited of Canada will start production of a new sub-compact at Talbotville and since the new mini-car is supposed to regain part of the inroads on the market made by small imported European cars, an increase in assembly workers is expected. Expansion projects in the industry include a planned 30,000 sq. ft. addition to the Ford plant at Talbotville, and conversion of the company's transmission and chassis plants at Windsor to a second engine plant which resulted in the recall of 700 assembly workers. When the new plant reaches full capacity production this fall, about 1,000 additional assembly workers may be hired. Parts and components manufacturers are closely following the upswing in the automotive industry, with recalls of laid off personnel. Budd Automotive Company of Canada Limited in Kitchener is in the process of a \$40 million plant expansion, tripling its output of auto frames. An in-industry training program for 100 welders and press operators has already been arranged. Conversely, a trend towards the reduction of white-collar workers and middle-management staff in the automotive industry is becoming evident, showing that management is still highly cost-conscious.

Clearly, the decision of the central bank to abandon on June 1, the fixed-rate exchange system and revert — if only as a temporary measure to maintain orderly conditions in the exchange markets — to the practice of the floating dollar which prevailed from 1950 to 1962, gave effect to a currency revaluation and will make imports less expensive, and exports less competitive. Employment effects of the revaluation are, however, expected to be small. More significant is the reduction of the discount rate for the second consecutive month, from 8.0 per cent to 7.0 per cent. The move was soon followed by the chartered banks reducing NHA insured and conventional mortgage lending rates to 9.57 per cent and 10 per cent respectively.

Moreover, the central bank urged the lending institutions to make more mortgage loans by using additional funds instead of building up their liquidity position. In fact, a marked slowdown in house building activities has affected several sectors of the economy. During May, construction started on 8,392 dwelling units in Ontario down 50.1 per cent from May 1969 — with housing starts decreasing in some areas by 80 per cent from last year's figures. Several large non-residential and commercial projects are carrying the weight of the industry. Reports from throughout Ontario stress activities in the institutional and public works sector, in which some shortages for skilled construction trades are reported. However, the shortages of skilled labour usually apparent at this time of year have not developed, and surpluses persist in some areas.

With slack in the construction industry, and depressed market conditions leading the machinery industry to request government support for the equipment and metal products trade, some doubts might arise on the implementation of the 1970 capital investment program. Ontario's share in capital expenditures was estimated at \$7 billion, an estimated increase of 30 per cent in capital spending over the 1969 level, with particularly high outlays in the primary metal, machinery and transportation equipment industries. The encouraging fact remains, however, that The Steel Company of Canada Limited, and Dominion Foundries and Steel Co. Limited, have maintained output consistently above 1969 levels. These companies, along with The International Nickel Company of Canada Limited continue to implement capital investment projects initiated last year, involving outlays of several hundred million dollars. However, further planned expansions, including the \$3 billion project for raising steel output to 22 million ingot tons by the Nineteen-Eighties might be deferred in view of the proposed modifications on depletion allowances and/or other tax concessions. Given this uncertainty it would be unwarranted to assess the impact of capital spending on new job generation. Nonetheless, while the investment program — partly or fully implemented — will improve manufacturing efficiency in the face of rising production costs, part of the expansion might offset, if only to a modest extent, the adverse effects on employment by a continued deceleration of economic activities apparent at the end of the second quarter of 1970.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
MARCH 1969 AND 1970**

	<i>Employment Indexes 1961 = 100</i>		<i>Average Weekly Wages and Salaries</i>	
	<i>March 1970</i>	<i>March 1969</i>	<i>March 1970</i>	<i>March 1969</i>
			\$	\$
Eastern Ontario				
Belleville	125.0	119.2	106.14	101.68
Brockville	128.4	126.2	122.25	113.67
Cornwall	127.1	137.9	115.07	109.61
Ottawa-Hull	135.9	131.7	115.15	107.79
Peterborough	142.3	135.7	125.59	122.07
Toronto and Central Ontario				
Brampton	283.5	270.8	125.60	119.35
Oshawa	138.4	141.2	141.69	135.64
Toronto Metro	133.3	131.1	128.98	120.55
Niagara-Hamilton-Mid-Western Ontario				
Brantford	134.4	134.8	116.09	111.90
Guelph	139.2	139.4	118.15	107.42
Hamilton	121.8	122.1	131.55	120.78
Kitchener	153.4	149.0	113.61	106.85
Niagara Falls	103.2	101.5	121.80	112.58
St. Catharines	138.3	139.8	135.91	131.43
Stratford	146.3	144.4	109.62	102.31
Welland	114.2	108.7	143.18	138.02
Southwestern Ontario				
Chatham	138.2	135.7	124.07	115.06
London	122.0	122.4	117.01	111.09
St. Thomas	201.6	197.5	128.82	118.40
Sarnia	138.5	137.7	156.67	148.85
Windsor	148.5	149.4	141.90	134.74
Woodstock	147.1	158.9	118.59	108.37
Northern Ontario				
Thunder Bay	118.3	117.0	119.02	114.54
North Bay	116.9	110.9	124.29	114.76
Sault Ste. Marie	117.5	122.3	145.68	131.48
Sudbury	128.4	123.9	165.73	137.73
Timmins	69.4	70.1	115.26	106.37
Ontario	129.5	128.1	127.75	119.54

Source: D.B.S., *Employment and Average Weekly Wages and Salaries, April 1970*.
The Queen's Printer, Ottawa.

AREA AND INDUSTRY DEVELOPMENTS

MAY—JUNE 1970

EASTERN ONTARIO

The usual seasonal expansion in employment activity which occurs in the area during May and June has been less marked this year. Changing agricultural conditions in the district appear in aggregate to be reducing employment opportunities in the industry. Construction employment has not revived, and the usual summer shortages of skilled tradesmen have not yet emerged. In the manufacturing industry, many of the district's automobile parts manufacturers have cut back production and employment. However, there are some areas of employment strength in manufacturing, such as food and beverages, and communications and transportation equipment.

Weather conditions have been favourable for most agricultural activities. Market conditions, however, are proving less satisfactory. Unfavourable pea, corn and tobacco markets have forced district producers to reduce plant acreages. In Picton, for example, one canner has reduced current acreage for peas from 900 acres in 1969 to 112 acres this year, while in Cobourg, tobacco growers report a 40 per cent reduction in planted acreage. These cutbacks are effected with a corresponding reduction in the demand for farm labour in these areas. Markets for dairy and beef cattle and hogs are strong, but this is not currently reflected in increased farm employment, and, overall, agricultural employment activity is less than normal for the time of year. In the forestry sector, the spring tree-planting program, which had provided nearly 500 jobs in the district, has now been completed.

A new \$900,000 pulpwood chip mill began operations at Harcourt Township and is now employing 120 persons. Most of the workers are in semi-skilled logging and processing occupations. The district's hardwood lumber industry is experiencing slack conditions due to the depressed state of housing construction this year. Welwood of Canada Limited recently closed its Peterborough plant because of a declining demand for lumber and scarcity of suitable quantities of nearby timber. The closure left 60 persons without employment.

Except in the Ottawa and Peterborough areas, there was little strength in the construction industry in

Eastern Ontario during May and June. In Peterborough, housing starts trebled over last year's level while in Ottawa they increased by 5 per cent. But more typical of the level of activity in the district in general is the 80 per cent decline in the Kingston area housing starts for the first four months of 1970, compared with the same period of 1969.

In contrast to residential building, institutional construction is more vigorous. The principal projects under construction are a \$2,000,000 campus at Brockville for the St. Lawrence College of Applied Arts and Technology; and in Ottawa, a \$7,000,000 extension to the University of Ottawa, and a new \$27,000,000 National Defense Headquarters. Despite seasonal hirings of journeymen, carpenters, plumbers, electricians and construction labourers, labour surpluses persist in these occupations. Only among skilled painters are any shortages reported and these are largely confined to Ottawa.

Two major Canadian corporations announced plans for new manufacturing plants in the district, involving a total capital outlay of \$90 million and an employment potential of some 2,500 when in full production. Northern Electric Company Limited is to build a \$20 million wire and cable plant for Kingston Township which is expected to employ 500 by early 1971, rising to an ultimate peak of 1,000. Labour requirements will consist mainly of skilled processing and metal fabricating occupations. Canadian International Paper Limited proposes to construct a \$70 million kraft paper mill in the Trenton-Cobourg area, including a chipping plant to be located at Bancroft. Total employment could reach 1,500 in five years.

In sharp contrast to these future developments, the overall manufacturing picture in the district was dismal during May and June, mainly on account of depressed conditions prevailing in the metal fabricating, the engineering and textile sectors. Layoffs of employees occurred at Canadian General Electric Company Limited plant at Peterborough and Trenton, and Canron Limited at Napanee, due to declining demand for fractional-horsepower motors; R.C.A. Victor Limited at Renfrew; Inter-Royal Limited of Smiths Falls, manufacturer of metal furniture; and a number of automobile parts manufacturers, including Duplate Canada Limited of

Hawkesbury. In addition, some manufacturers have gone on to short-work weeks, and may introduce extended vacation shutdowns.

Reports of increasing employment are few, but encouraging. Black and Decker Limited, of Brockville, is introducing a new line of hand tools which is expected to provide 150 jobs, mainly for semi-skilled assemblers, within five years. Brooke Bond Foods Limited has opened a \$2 million plant at Belleville to employ over 100, and Napanee Industries Limited is expected to recall employees to fulfill an order for piggy-back railway cars, which is expected to require an additional labour force of 150 to complete.

Attention has been focused on the textile, clothing and footwear industries with the recent announcement by the government of a new textile policy. While it is too soon to evaluate that policy, the effects of increased import competition, coupled with a general weakness in consumer demand, has resulted in the usual seasonal expansion in employment not occurring this year. In the period under review, layoffs have affected approximately 800 workers, and short-work weeks have been introduced along with early vacation closings, and the non-hiring of summer students usually recruited at this time of year.

The sharpest decline in employment in this sector has occurred in Cornwall. The closure of the rayon division of Courtaulds Limited has reduced employment from 1,600 in October 1969 to 800 at present. Other examples in recent months include DuPont Limited and Millhaven Fibres Limited of Kingston with short-term layoffs of 70 and 50 employees respectively. Caldwell Linen Mills Limited of Iroquois has 40 employees on layoff. In Carleton Place, Zephyr Textiles, a manufacturer of woolen and worsted goods also is experiencing layoffs totalling 70 employees. While the company expects to recall these employees by September, it will not be hiring students this summer. This policy is widespread among manufacturing firms in the district, severely reducing employment opportunities for students.

Surpluses noted previously in middle management positions, due to general retrenchment and the effects of automation, show no change. Shortages in the medical profession, particularly of occupational and physical therapists, and medical social workers, are in evidence across the District. Although these shortages exist in most areas, they are most acute in smaller centres.

A cool, late spring and increased public awareness of pollution have led to a slow start to employment activity in the Eastern Ontario tourist industry. Nevertheless, early indications suggest that there will be no major adverse effects on employment, and the demand for seasonal labour already emerging is expected to alleviate the shortage of temporary work for students apparent in other sectors of the economy. The Provincial Government has made \$1 million available for development loans to supplement tight money markets in this high-risk investment field.

GEORGIAN BAY AND CENTRAL ONTARIO

With employment activity remaining comparatively depressed during the months of May and June, employers are proving cautious and selective in the limited hiring they are undertaking. In many areas, employment opportunities for students will be very limited this year as firms, such as General Motors of Canada Limited in Oshawa, prefer to recall laid-off employees to fill seasonal openings. Unskilled and semi-skilled labour continued to be in surplus position as the market for manufactured goods, particularly in the automotive and electrical appliance industries, was affected by low levels of consumer demand. However, there has been some increase in the demand for skilled labour, particularly in the construction industry, which is showing some revival after a very slow spring.

Hirings in the agricultural sector showed a normal slight increase over the two months as planting and seeding got under way. A limited number of Caribbean workers has already been flown in to both the Holland Marsh and Clarksburg districts to prepare the fields for this year's harvest. The occupations in the most demand were experienced dairy farm hands and nursery workers with greenhouse experience.

Employment within the manufacturing sector improved less than anticipated despite the arrival of the summer season.

Production in the automotive industry revived during the months of May and June, after a quiet winter and early spring. Smaller cars were selling well and the expectation is that by fall the new mini-cars will regain part of the large inroads made into the Canadian market by small foreign imports. Employment levels of the three manufacturers within the Metropolitan Toronto periphery were relatively stable and will likely

remain so until the annual plant vacation and retooling which will begin in mid-July. In Oakville, Ford Motor Company of Canada Limited recalled all laid-off production staff. The car plant was operating two eight-hour shifts a day as opposed to two ten-hour shifts at the truck plant. Total Ford motor vehicle production to June 13, 1970, was 271,901 compared to 246,295 over the same period last year. In Oshawa, General Motors of Canada Limited's total cumulative production to June 13 was 227,835, down from 266,966 over the similar period in 1969. Production of the subcompact *Gremlin* at American Motors (Canada) Limited Brampton plant reached 394 units for the week from June 7 to June 13. This number is expected to increase as the company moves towards increased production of *Gremlins*. American Motors' total production to June 13 was 23,898 automobiles as compared to 19,585 over the similar period last year.

Conditions within the automotive components manufacturing sector improved slightly. There were a few additional layoffs in the industry, but these were offset by the rehiring of many of those laid off during the winter and early spring. In Oshawa, Houdaille Industries, manufacturers of auto bumpers, recalled 415 workers in June, leaving only 155 workers on layoff. In contrast, Duplate Canada Limited continued its policy of trimming employment by announcing that up to 150 men, with seniority dating back to 1951, will be made redundant at Oshawa due to a discontinuation of all non-automotive service work.

Shipbuilding in Collingwood is one of the few industries which is currently considerably more active now than at this time last year. With the signing of a three-year pact between the Collingwood Shipyards Limited and the United Steelworkers of America, the future of the yards is more secure now that the company has three years in which to compete for imminent major contracts. At present, the company is laying the keel for a 205 foot oil tanker for the Halifax area service, and work is in progress on the 700 foot Algoma Steel bulk carrier. Employment has risen to 500, compared to 150 in December 1969, when the future looked particularly bleak. The total payroll could reach 800 by the early fall.

Both hirings and turnover were minimal among metal fabricating firms. The Canadian Meter Company Limited in Milton laid off 41 male employees indefinitely, as a result of a scarcity of orders and excess inventory, and in Midland, 30 men were laid off by Kindred

Industries Limited, manufacturers of kitchen and bathroom sinks, due to lower levels of demand for their products as a result of this year's decreased construction activity. On the brighter side, the new Horn Elevator Limited plant in Pickering will be hiring 250 workers, with the assistance of the Oshawa Canada Manpower Centre, during July and August. The occupations involved are machinists, welders and assemblers. On a smaller scale, Techonic Industries Limited, a new firm manufacturing small metal stampings and assemblies, will begin operations in Tottenham, with an initial staff of 20.

Employment in the electrical goods manufacturing sector varied during the months of May and June. The prevailing soft consumer market for durable and related goods continued to adversely affect manufacturers. Canadian General Electric Company and West Bend (Canada) Limited, manufacturers of electrical appliances in Barrie, both closed temporarily in June to alleviate rapidly climbing inventories; similar problems affect the Mallory Battery Company in Oakville, which at the end of May had 48 workers on layoff. However, some major area employers, such as Northern Electric Limited in Bramalea and R.C.A. Victor Limited of Midland, maintained stable employment levels, and G.R.T. of Canada Limited is to begin manufacturing stereophonic tapes for cartridge type players and tape recorders at Alliston early in 1971, with a staff of approximately 50 unskilled female assemblers and ten men.

The wood products manufacturing industry in the Muskoka district experienced a disappointing spring, with the situation deteriorating in May and June. Thompson-Heyland Limited, the only manufacturing firm in the Burk's Falls area, has reduced output in response to a drop in orders for lumber core, panel and moulding products for Hi-Fi and T.V. Cabinets. About 35 persons have been laid off indefinitely, and the remaining staff are working a four-day week. With the revaluation of the Canadian dollar, the prospect of increased imports of luxury goods may further dampen the employment situation. In Owen Sound, there was an indefinite layoff of 100 workers on May 29, 1970, at R.C.A. Limited, manufacturers of radio and television cabinets. This was caused both by the extension of delivery dates on orders for the United States, and a strike at the company's Prescott plant.

Employment conditions within the textile industry remained relatively stable. However, Buckeye-Peerless Textile Products Company Limited of Collingwood,

manufacturers of work clothing, closed down on June 15, 1970, leaving most of the present staff of 51 women and five men out of work. The firm had an extremely busy winter season but decided to transfer production from Collingwood and Toronto to its Hanover plant. In Midland, Bay Mills Limited, a major producer of fibre glass yarn, laid off 49 males and 19 females at the end of May. Although market demand had held up well in Canada, depressed market conditions in the United States for fibre glass boats proved damaging.

Construction activity showed the usual seasonal revival, but was significantly down compared with a year ago. Between January and April, 1970, most centres in the Georgian Bay and Metro Toronto fringe area had less than half the number of dwelling starts registered during the same period of 1969, according to statistics released by Central Mortgage and Housing Corporation. Construction activity throughout the district is now concentrated in the institutional and public works sector. Much of the present activity in smaller local construction projects is only a result of delays due to seasonal conditions over the winter months and, in some areas, it is anticipated that construction employment opportunities will be scarce by late summer and early fall. However, at the moment there is still a continuing demand for skilled construction tradesmen such as carpenters, bricklayers and heavy equipment operators. Residential, industrial and commercial construction continue to be strong in the Brampton/Bramalea area. Among major projects planned for the area are a new \$1 million plant for Burlington Carpet Mills Limited, a residential/commercial development in Brampton consisting of 1,400 housing units, and a 15-acre commercial site containing a shopping plaza and a service station.

At the construction site for the Heavy Water Plant near the Bruce Nuclear Power Station, employment was up approximately 35 - 40 per cent from April, with 337 hourly-rated labourers on the job. This number will decrease over the summer months and such skilled workers as carpenters, operating engineers, welders, pipefitters and electricians will be hired. Nearby excavation at the new Nuclear Power Site began on June 22 and approximately 300 workers will be employed the end of August.

Retail trade volume increased slightly after a poor sales period during March and April. The Great Atlantic & Pacific Tea Company Limited (A & P) is building a new store in Bracebridge to replace an older, smaller store. Approximately 65 people, including part-time employees, will be recruited to work in the store over

the vacation season. Openings for such service occupations, as cooks, short-order cooks, waitresses, bakers and housekeepers all rose drastically in the Georgian Bay area as tourists began their annual influx into the resorts, parklands and summer cottages.

In Oshawa, Commonwealth Holiday Inns of Canada Limited turned the sod for the chain's newest addition, a 207-room inn situated in South Oshawa. The new motor hotel, just off highway 401, will cost some \$3.5 million to build.

HAMILTON-NIAGARA

Agriculture was one of the few sectors in which employment levels appeared to remain near-normal for the time of year. Weak sales in the transportation, electrical and agricultural equipment industries led to further staff layoffs during May and June. High interest and mortgage rates resulted in a slower-than-normal spring construction revival, with continuing adverse effects on real estate and insurance sales in most centres. Moreover, a relatively sluggish seasonal increase in the area's hospitality industry added to the quiet conditions prevalent in the Niagara Peninsula as a whole.

Agricultural manpower demand remained seasonally strong in early May due to the sowing of such crops as oats, barley and some market garden vegetables. Later in the month, however, this demand began to weaken, as seeding operations, with the exception of tomatoes and tobacco, were largely completed. In the urban areas, particularly Hamilton, there was seasonal increase in demand for landscape labourers. In contrast to agriculture, other primary industries failed to achieve the expected degree of seasonal revival; adverse publicity and poor prices reduced fishing activity on Lake Erie, while relatively weak domestic construction plus several American construction trades disputes led to some weakness in quarrying and gravel pit activity.

The processing of such early crops as asparagus resulted in a seasonal increase in labour demand, primarily for unskilled females, from area canneries. Brantford's York Farms Limited laid off 58 workers, mainly female, in May, but began to recall them in June, in addition to hiring a further 100 in preparation for canning and packing activity in July.

While it is too early to forecast the effects of the Government's recently-outlined textile policy, adverse conditions facing several Hamilton area cotton-weaving

mills indicate that the policy will be examined closely. Other area firms, primarily apparel manufacturers who have not yet encountered stiff competition from imports, maintained production levels during May and June, and in some cases added to their staffs. Cluett Peabody Company of Canada Limited of Hamilton, for example, continued to hire sewing machine operator trainees in response to demands for the men's coloured shirts it produces, while Montex Apparel Industries Limited, Welland, developed a new product line and added to its staff of sewing machine operators as a result.

The large steel producers, Steel Company of Canada Limited (Stelco) and Dominion Foundries and Steel Company Limited (Dofasco), maintained high output levels during May and June, and continued to take on labour, including summer students. However, some slackening in steel orders has appeared recently, probably on account of the current weakness in the automobile, appliance, and construction sectors. Prospects for the second half of 1970 for the industry are consequently less certain.

Area structural metal firms maintained production and employment levels during May in reaction to non-residential construction contracts. Hamilton's Bridge and Tank Company Limited received orders from Stelco and Toronto International Airport totalling \$3.5 million, which were reflected in the firm's additional hirings of production personnel. Similarly, Newman Structural Steel Limited, Welland, experienced shortages of steel fitters in May as a result of continued full capacity production levels.

Prolonged inactivity continued to characterize the area's agricultural implements industry in May and June, as a result of poor western wheat sales, some increased competition from imports, and government plans to decrease sown wheat acreage this year. International Harvester Company of Canada Limited, Hamilton, maintained a layoff of 685 production workers, while on June 4, White Motor Corporation of Canada Limited of Brantford laid off 160 production employees for five to six weeks. In addition, two of Brantford's Massey Ferguson Industries Limited plants continued staff reductions in May, with a further layoff of a total of 106 workers. The firm's combine plant is currently operating one shift of 638 production workers, only 300 of whom will be immediately recalled after the August vacation closure. However, both White and Massey Ferguson plan to transfer work from other North American plants to Brantford, which may lead to

some improvement in production and employment levels later this year.

Serious sales problems continued to have depressing effects on area transportation equipment firms in May and June. In Hamilton, National Steel Car Corporation Limited failed to rehire any of the 600 welders and labourers released in April, in the absence of new orders for railway cars. Similarly, a prolonged lack of aircraft components orders resulted in further layoffs at Fleet Manufacturing Limited, Fort Erie, bringing to 300 the number of workers laid off at the plant since August 1969.

In the Niagara area, a growing variety of manufacturing firms have been affected by the poor 1970 automobile sales. In St. Catharines, two of the city's largest automotive firms have frozen hirings of salaried personnel, and in some cases firms have begun to reduce their office staffs. Barber Die Casting Company Limited, a Hamilton manufacturer of auto parts castings, has been operating with a smaller staff than in 1969, a situation common to many local manufacturers of automobile components and related products. Poor automobile sales contributed to inventory buildups among area tire manufacturers, although no layoffs have occurred to date. Firestone Tire and Rubber Company of Canada Limited at Hamilton, while experiencing some buildups of this sort, nevertheless placed one department on a seven-day week for five weeks due to recently-received orders for non-automotive tires.

High interest rates, combined with reduced spending levels, continued to affect the appliance market in a manner similar to the impact on automobile sales. Canadian Westinghouse Company Limited laid off 600 production workers for a week at one Hamilton plant, and placed 30 workers on extended layoff at its Brantford plant, in order to bring production of appliances, radios and televisions more in line with current demand. In addition, the Hoover Company Limited at Burlington maintained about 100 employees on layoff in June.

Construction activity increased only marginally during May and June. Work has continued on a number of major construction projects throughout the area, with some increasing emphasis on road-building, particularly in Hamilton, Niagara Falls and St. Catharines. Residential construction remains depressed. In Hamilton, the number of housing starts in the first quarter of 1970 was only 32 per cent of the total for the comparable period of 1969. Elsewhere in the area, the shortfall is less pronounced, but still significant. In terms of impact upon

the labour force, unionized personnel work primarily in non-residential construction, and usually have less difficulty in securing employment than non-unionized men, excepting possibly painters and cement masons, who are more dependent upon residential work. Some slowdown of activity in the Hamilton area could result from a strike of 200 bricklayers, which began on June 1 and was still in progress at the time of going to press.

Employment activity among regional retail outlets maintained a moderate growth rate during the period under review, although the effects of large manufacturing layoffs are being felt in some areas. At Fort Erie and Brantford, retailers have experienced a weakening in trade due to layoffs at large plants in those centres. This has led to staff reductions as well as a small number of bankruptcies. Niagara Falls has experienced less activity than usual for the time of year, due to the relatively slow seasonal revival in the tourist trade this year. In the area generally, clothing stores enjoyed a seasonal increase in activity and employment, although radio, television, appliance and automobile sales remained relatively slow. Insurance and real estate sales remain well below last year's levels, and as a result many salesmen, particularly in real estate, have left the field in view of the poor commission prospects. Vacancies for commission salesmen have tended to go unfilled, for the same reason.

Moderate activity characterized the service sector during May and June, despite some uncertainties surrounding the future of the hospitality industry this year. While Hamilton, St. Catharines and Fort Erie reported a continuing demand for cooks, waitresses, and other hotel and restaurant personnel, the normal seasonal demands from the Niagara Falls tourist industry were relatively weak, although this may merely reflect the fact that the 1970 tourist season is only just under way. In the education, health and welfare sector, Hamilton's McMaster University recruited clerical staff following the end of the school year, while in Niagara Falls a new senior citizens home created needs for 59 nursing and housekeeping staff.

While it is too early to comment conclusively on the summer student employment situation, firms' production and employment uncertainties appear to have significantly reduced openings for students. Many Niagara Peninsula firms, beset by layoffs of permanent staff, have tended to recall these staff where necessary, rather than hiring students. The problem is compounded by the fact that the supply of student job-seekers is greater this year than in the past.

TORONTO METRO

With the general economic slowdown having modified seasonal labour requirements, neither layoffs nor recruiting are occurring on a large scale. Nevertheless, the ratio of job seekers to employment opportunities increased as employers trimmed staffing requirements by consolidating operations and restructuring planning and production methods. Layoffs and closures have taken place, usually affecting unskilled or semi-skilled personnel. Total vacancies registered at Canada Manpower Centres in Toronto for May, 1970, were 13 per cent below the April level, and 46 per cent below those of May, 1969. Vacancies in all occupational groups declined from May of last year; between April and May of this year, only in machine trades and structural work were there increases, and these were small.

Although employment conditions are not favourable, there has been no major deterioration during the period under review and labour shortages persist in some occupations. Despite a fall in clerical vacancies of 26 per cent between April and May, 1970, and of 27 per cent from May of the previous year, large shortages persisted for qualified secretaries, stenographers, transcribing machine operators, and typists. Labour surpluses increased simultaneously, with available skilled personnel pricing their skills beyond the going rates, and inadequately skilled clerical workers continuing to register for employment.

The current downturn in employment conditions has restricted employment alternatives, and, consequently, turnover. Mattel Canada Limited, on transferring operations to Etobicoke, had originally anticipated a recruitment program to secure approximately 400 workers. It now appears that a large number of the present employees, who had at first indicated a reluctance to travel to the new plant location, have agreed to move. With only 25 workers now not wishing to report to the new location, approximately 600 applications for work have been received from clients in the Etobicoke area.

Slow demand has raised placement and adjustment problems for the Department's Immigration Settlement Services. Both tradesmen and professionals are becoming more difficult to place unless highly specialized and able to meet employer demands without the complications of language.

Employers in the manufacturing sector are becoming highly selective as production cutbacks mount.

Some orders with Canada Manpower Centres for workers have not represented vacant positions, but rather an endeavour to obtain personnel more qualified than those presently employed. Vacancies registered in May for processing, machine trades, and bench work were down 13 per cent from April this year, and 71 per cent from May of the preceding year. However, according to statistics recently released by the Federal Department of Industry, Trade and Commerce, manufacturers in the Toronto area plan on spending \$340 million on new facilities and machinery in 1970. This figure represents a 12 per cent increase over similar spending activity in 1969.

In the metal and metal fabrication industries, vacant positions are limited. Babcock and Wilcox Canada Limited of Galt recently successfully recruited boiler-makers, fitters, and welders from Toronto on very short notice. The company has long-term contracts requiring a further 120 men, and little difficulty is anticipated in their recruitment. The machine shop trades are generally inactive, and assembly, painting, and repair services show little sign of a seasonal recovery. Tool and die makers, who are sought eagerly when employers are gearing for production, are no longer in shortage. A labour dispute between Triangle Conduit & Cable Canada Limited, Scarborough, and the United Steelworkers of America, resulted in a work stoppage in early May involving 171 employees.

The electronics industry continues to be quiet, and while this is normal at this time of year, it is much more pronounced than usual. As previously reported, there appears to be buyer resistance to high-priced luxury items. Cutbacks in electrical assembly and electrical products manufacture have increased the number of clients seeking work: Canadian General Electric Limited is permanently laying off 160 hourly rated employees plus administrative and professional personnel. Canadian Admiral Corporation Limited have already laid off 100 assemblers and 26 office staff so far this year. Robertshaw Controls Limited have laid off a total of 45 employees within the past three months with an indefinite date of recall. There is little demand for assembly workers from any of the manufacturing industries.

Among the processing industries, meatpacking and slaughtering showed some seasonal improvement in employment activity. The pork packing division of Canada Packers Limited is now recalling some of the employees who were laid off in January. Consolidated-Bathurst Packaging Limited, which produces a variety

of corrugated containers, is constructing a new plant at Islington Avenue, scheduled to become operational in September with an initial work force of 175 persons. Staff from the present Gerrard Street East plant will move to the new location, and another 105 persons will be recruited.

The printing and paper trades are noticeably slow. Whereas offset pressmen were in great demand last year, there is only a slight demand for fully-qualified pressmen this year. Vacancies which have arisen in the graphic arts for silkscreen printers, have been met by available qualified clients. A labour dispute involving the Council of Printing Industries, Toronto and Hamilton, and 220 members of locals 35 and 242 of the Lithographers and Photoengravers Union caused a shutdown of printing firms for two weeks during the month of May.

Jewellery polishing, grinding, and assembly trades are slow; producers of these luxury goods traditionally have been among those most directly affected by slower economic growth. Johnson, Mathey, & Mallory Limited will lay off approximately 60 female assemblers in September; high land costs have precluded expansion in Toronto and have forced a move to Woodstock.

Demand for female packers, which increased slightly during the first two weeks in May, quickly levelled out. Registered clients have accumulated as a result of lack of demand and accelerated labour market re-entry of married women attempting to compensate for loss of employment by other family members.

In the construction industry, some demand has been generated by renovation jobs in and around the city, but there has been no seasonal upswing comparable with those of past years. Construction activity, and in particular housing starts, is down, and the labour market has the unusual feature of union members unable to find regular employment at the busiest season of the year. Manpower hiring activity has been restricted. Registered vacancies at Canada Manpower Centres in the structural trades in May were up 7 per cent over April, but down 52 per cent from May, 1969.

Building permits were issued in the City of Toronto and its five Boroughs for \$49,198,901 in May of this year, compared with \$71,923,377 for May 1969. This brought the total in the first five months of this year to \$208,871,817, substantially below \$243,196,671, for the comparable period in 1969. According to a report by the Toronto Real Estate

Board, commercial construction is holding up well, but there has been a marked decline in apartment construction accounting for the entire drop in the year's building; permits issued in the January – May period this year provided for only 3,864 apartment suites, against 7,231 rental units in the similar five months in 1969. This decline has been attributed to the inability of apartment rental revenues to compensate investors for high rates of interest and taxation.

The full block between Queen and Richmond from York to Bay Streets is now undergoing commercial development with the \$34 million Four Seasons-Sheraton Hotel and shopping centre, the \$8 million headquarters for Thomson Newspapers, the \$12 million Temple Building and a new Toronto Dominion Bank building for the corner of Bay and Queen.

Following the downturn in housing starts, plumbing contractors reported a decline in business; non-union job opportunities have been so severely limited as to almost preclude employment for temporarily licensed new immigrants. Carpentry contractors in the city report business as slow with competition keen in bidding for new contracts. Licensed electricians and qualified linemen appear to be in plentiful supply with a few vacancies recorded. Painter, floor layers, roofers, and power shovel operators are all in moderate demand; registered clients are inadequately qualified, lack transportation to job sites, or are rejecting offers due to rates of pay below acceptable levels. Registrations of bricklayers and carpenters have been slightly reduced, some men having accepted employment on projects on the outskirts of the Metropolitan area. Construction in the Mississauga area, for example, continues at a high level; although housing construction has declined from a year ago, shopping plazas appear to be absorbing much of the construction worker surplus.

In the light of the sluggish demand for labour in the Toronto construction trade, and the Federal Government's proposed wage guidelines, two mid-June wage settlements left over from the construction industry negotiations of last fall are particularly noteworthy. Six hundred reinforcing steel workers in Local 721 of the International Association of Bridge Structural and Ornamental Ironworkers secured a 20 per cent increase for 1970. The old rate of \$4.79/hour will go to \$5.42/hour by next November. The reinforcing steel agreement brought rates and benefits to parity with structural steel erectors who put up the steel frames for buildings. At the same time, Local 230 of the International Brotherhood of Teamsters, representing 800 concrete readymix

drivers and other employees, ratified an agreement providing for a 20 per cent increase this year and 10 per cent next year in a two-year contract expiring April 30, 1972. On a 40-hour week, drivers will earn \$180 working full time.

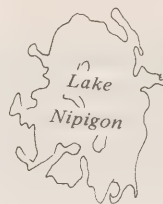
Transportation activity has been confined by the construction industry slump and cutbacks and layoffs in feeder industries. The supply of motor vehicle drivers far exceeds present demand. Most driving jobs are for the service industries, with a moderate demand for tractor-trailer drivers for city delivery only. The usual vacancies for dump truck drivers for excavating companies have not materialized, and even the demand for driver salesmen has been very low for this time of year. Most of the transport companies have put some employees on temporary layoff due to work shortages. These workers will be recalled before any new recruitment is undertaken.

Vacancies notified to Canada Manpower Centres in the personal and business service occupations in May were 15 per cent below the level of the previous month, and 51 per cent lower than in May, 1969. Marginally skilled married women, having re-entered the labour market in an attempt to supplement family income while husbands are on layoff, have faced severely limited employment opportunities. Demand for waitresses, bartenders, and laundry workers is much reduced from a year ago, and turnover in restaurant and hotel occupations has markedly declined. In many instances, clients are relaxing wage demands and becoming increasingly flexible in job preferences. Seasonal employment opportunities in the tourist industry are almost negligible this year. While establishments appear to be rehiring personnel who worked for them in previous years, expansion to create new jobs has been curbed. Some demand persists for well-trained hairstylists and experienced short-order cooks, but acute demand for general maids and day-workers has met with little response from unemployed registrants. Demand is low for tailors, seamstresses, delivery boys, TV and radio repairmen, appliance repairmen, and drapery hangers. However, shortages of experienced carpet layers continue to exist. Male building service workers are still required, particularly as apartment building cleaners, but increasingly, cleaning contracts are being let to large companies with mobile machinery and cleaning crews.

Increased activity, apparent in the automotive repair trades, can be attributed to a seasonal trend. Auto body repairmen are in short supply. An accumulation of inexperienced students has produced a labour surplus of service station attendants; employers are requesting

KENORA

FORT FRANCES



THUNDER BAY

2

SUPERIOR

LAKE

MICHIGAN

LAKE

DEPARTMENT OF MANPOWER AND IMMIGRATION

Canada Manpower Centre Areas
Ontario Region

DISTRICTS

- | | |
|--------------------------------|---|
| 1. Toronto and Central Ontario | 4. Niagara-Hamilton-Mid-Western Ontario |
| 2. Northern Ontario | 5. South-Western Ontario |
| 3. Eastern Ontario | |

CMC

Districts

SING

TIMMINS

KIRKLAND
LAKE

NEW LISKEARD

SUDBURY

ELLIOT
LAKE

STURGEON
FALLS

NORTH
BAY

PEMBROKE

PARRY SOUND

LAKE

OWEN SOUND
HURON

MIDLAND

BRACEBRIDGE

ORILLIA

PETERBOROUGH

BELLEVILLE

NAPANEE

KINGSTON

PERTH

SMITH FALLS

PRESCOTT

CORNWALL

BROCKVILLE

GANANOQUE

WALKERTON

BARRIE

COLLING-
WOOD

NEWMARKET

OSHAWA

COBOURG

TRENTON

SPICTON

LAKE ONTARIO

4
GODERICH

LISTOWEL

GUELPH

BRAMPTON

TORONTO

OAKVILLE

HAMILTON

ST. CATHARINES

NIAGARA FALLS

FORT ERIE

PORT COLBORNE

STRATFORD

KITCHENER

GALT

WOODSTOCK

BRANT FORD

WELLAND

5
SIMCOE

LONDON

SARNIA

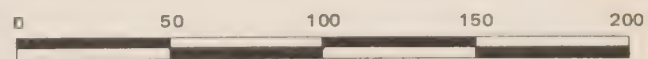
ST. THOMAS

TILSONBURG

CHATHAM

WINDSOR

LEAMINGTON



responsible and mature applicants, with experience and a chauffeur's license.

Most established wholesale and retail trading firms indicated no increase in business and scant demand for sales help. Hiring that did occur resulted from the opening of new stores in suburban shopping plazas: Fairview Mall, a 100-store shopping centre is in its final months of preparation before a mid-summer opening. Simpson's Limited is recruiting 359 workers, 300 sales persons, and 59 salad makers, kitchen workers, cleaners and porters — to be trained and ready to work on August 4, 1970. In Etobicoke, a start has been made in the construction of Sherway Plaza near the intersection of Highway 27 and the Queen Elizabeth Way. On completion in 1971, it will provide employment for approximately 3,500 workers in a total of 96 stores.

In the retail trade sector, there have been persistent and acute shortages of highly qualified technical salesmen, cosmetic and toiletry salespersons, advertising salesmen, and ladies' garments salespersons, existing alongside a surplus of young, inexperienced and unskilled clients, and experienced personnel insistent upon specialized sales positions. Demand for experienced cashiers, proofreaders and copywriters has been fair. Vacancies in wholesaling have been chiefly for shipping clerks, typists and bookkeepers. There has been little activity in order fillers, material handlers, packers, and warehousemen.

Demand in the finance, insurance, and real estate sector has maintained a reasonably steady level covering most junior office positions: file clerks, keypunch operators, secretaries, bookkeepers and bookkeeping machine operators. Sales positions, however, continue to dominate demand, while clients continue to be uninterested. With competition and selectivity heightened as high school graduates, uncertified teachers, and B.A. graduates lengthen job applicant lists, the insurance industry has been able to attract an increased number of Grade 13 and three-year university course graduates. Some local stock and security houses have reduced staff and reviewed salary, raise and bonus schedules. A number of stock traders and clerks were released. Other financial houses also implemented tighter staffing measures.

Federal, provincial and municipal governments registered a fair demand for permanent clerical workers. Federal Departments required typists, secretaries and stenographers during May; the Provincial Government

recruited keypunch trainees and secretaries; OHSIP staff requirements were few and required better than the minimal qualifications currently in surplus. Temporary clerical positions have been scarce both within and outside of government.

In mid-June, 4,300 civic employees represented by Local 79 of the Canadian Union of Public Employees accepted a two-year contract providing a basic 19 per cent wage increase. The settlement granted to Local 79 entailed the same general increase obtained in mid-May by 3,850 civic employees represented by Local 43 of CUPE.

With vacancies notified to Canada Manpower Centres in the professional, technical and managerial continuing to decline, registrations of uncertified teachers and B.A. graduates increased considerably. Some firms curtailed on-campus recruitment as graduates interested in training approached companies directly and in large numbers. An influx of teachers from elsewhere in Canada, together with registrations of recent graduates, have combined to create a solid surplus. Volume registration of community college computer programming graduates continued as employers confined hiring to experienced personnel. Available accountants and office managers accumulated, with job openings only for highly-qualified personnel. Positions for graduates in economics and market research have been limited, and employers have continued to impose rigid requirements with regard to the qualifications and experience of mechanical and chemical engineers.

The College of Nurses has announced the imminent implementation of more stringent restrictions on foreign-trained nurses. With new licensing requirements for nursing homes, demand for nurse's aids has decreased and a small amount of activity in registered nursing assistants developed, but only registered medical technicians have been in shortage.

In the latter part of June, Metropolitan Toronto's 3,400 separate school teachers accepted a Metro Separate School Board offer of a 21.3 per cent salary increase over a two-year contract. The first year increase will be 9.8 per cent. The offer raises starting salaries in 1970-71 according to qualifications to between \$5,400 to \$9,000, and maximum salaries from \$7,300 to \$15,300. In the second year, minimum salaries will range from \$5,600 to \$9,600, and maximum salaries from \$7,600 to \$16,000.

SOUTHWESTERN ONTARIO

Seasonal increases in employment were offset during the period by the entry of post-secondary students into the labour force so that labour surpluses in the district remained at a relatively high level. Employment increases occurred in Agriculture; Community, Business and Personal Services; and, to a lesser extent, in Trade; Transportation, Communications and Other Utilities, and in Construction. A slowdown in construction activity and depressed markets for durable goods have caused manufacturing employment to remain at a low level.

A 42.3 per cent cut in the permissible acreage of Ontario flue-cured tobacco to be grown this year will reduce the 1970 crop to an estimated production of 172,400,000 pounds from just over 225,000,000 pounds in 1969. While planting activities, during the period, employed many of those on layoff from tobacco processing plants in the district, the cut in acreage will result in about a 15 per cent reduction from the estimated 33,000 workers required for last year's harvest activities. Increased use of machinery and the more intensive use of local labour will probably result in labour from alternative sources, particularly migrant labour, being in heavy surplus during the coming season.

With the harvest of early vegetable crops, food packing and processing plants in the district recalled employees from layoff but provided only limited employment opportunities for students. A strike by more than 900 hourly-rated production workers against the H.J. Heinz Company of Canada Limited, which began May 21, has disrupted employment in the Leamington area. Contract negotiations between the company and Local 459, Canadian Food and Allied Workers, are being assisted by an Ontario Department of Labour mediator. The main issues in the dispute include wage increases, cost of living increases, and improved vacation and pension benefits.

Plants manufacturing durable goods continue to operate below peak capacity with indefinite layoffs prevailing in a number of industries. The low level of construction activity has adversely affected employment in related wood products plants and in metal fabrication plants producing electrical and plumbing fixtures. Weldwood (Canada) Limited at Woodstock, manufacturers of plywoods, has reduced employment by some 300 to a current level of about 96, since June 1969.

Similarly, because of the poor market for hardwood flooring materials, the Erie Flooring and Wood Products Limited plant at West Lorne closed at the end of April, releasing some 142 persons. Despite sale of the plant to Dorsan Developments Limited, the employees have failed to return to work pending a union contract settlement with the new owners. The workers are represented by Local 3039 of the United Brotherhood of Carpenters and Joiners. Two London firms, Emco Limited, manufacturers of plumbing brassware such as taps and valves, and Taylor Electric Manufacturing Company Limited which produces electrical supplies such as switch boxes and panels, have employees on layoff and both have moved to four-day weeks.

Following temporary disruptions as the result of parts shortages caused by the Teamsters Union strike in the United States, production at automobile assembly plants in Windsor and Talbotville resumed at a relatively high level. The present production levels will likely be maintained until model changeovers are effected in July. With the new model year, Ford of Canada Limited will begin production of a new sub-compact at its Talbotville plant. To accommodate the new model, a \$3.5 million retooling and expansion program is under way at the plant; however, no increase beyond the present work force of some 3,000 is expected to occur. The program includes installation of new automatic welding equipment and assembly line changes, together with a 30,000 square foot addition to the plant, for storage of an estimated 15,000 four-cylinder engines which are being imported from Ford of Britain and Ford of Germany. To be known as the Pinto, the new model will be produced partly at the expense of Maverick production and is intended to compete directly with foreign sub-compacts.

The present low level of employment in auto parts and machinery plants was intensified in the Wallaceburg area by the closure there of Dominion Die Casting Limited. The closure affected some 90 employees and results from the failure of an anticipated increase in demand for the company's die products to materialize following the Canada - U.S. Automotive Trade Agreement. Elsewhere in the district, several recalls from lay-off were recorded and the underlying strength of the industry is indicated by the movement into production of new plant facilities. Hoover Chemicals of Canada Limited at Tillsonburg, manufacturing urethane car seats, will begin production in July and is presently recruiting for a labour requirement of 60 female assemblers and 14 male workers in warehouse and plant

maintenance occupations. Completion of a major conversion of Ford of Canada's Windsor transmission and chassis plant to a second engine plant has resulted in the recall of all the 700 workers who had been placed on layoff during the 19-month conversion program. Hiring of additional workers has also begun with the expectation that the new operations will create 1,000 new jobs when the plant reaches full capacity production this fall. A \$4 million modernization and expansion program for manufacturing operations of Canadian Timken Limited at St. Thomas was also begun during the period; however, no additional employment is expected from the project.

A number of union contract settlements were realized in plants producing automobile parts and metal fabrications. However, 280 hourly-rated employees, who went on strike against Motor Wheel Industries Limited at Chatham on May 27, have to date failed to settle a new contract. The 330 workers represented by Local 251 of the United Auto Workers, who went on strike more than 23 months ago against North American Plastics Limited at Wallaceburg, have finally ratified a new contract with the company. Issues in the dispute included union recognition for a first contract. The company maintained production in the plant by hiring non-union workers.

Though manufacturers of electrical products and components for household appliances and automobiles are experiencing low production levels, production for industrial use is increasing. Unifin Division of KeepRite Products Limited is planning a 27 per cent expansion in the factory floor area of its London plant and will increase office space by 37 per cent. Unifin Division manufactures industrial heating and cooling equipment for manufacturers of heavy machinery, particularly in the electrical industries, and is presently producing equipment for such projects as the Pickering nuclear generating station and Churchill Falls hydro electric station in Labrador. The plant presently employs about 150 persons. A new 25,000 square foot plant to produce electrical components is under construction in Woodstock. The plant is expected to employ some 60 — 80 persons; however, details of the operation are not yet available. Increased employment in the processing of non-metallic mineral products will result from a \$550,000 expansion of the Cyanamid of Canada Limited plant at Beachville. The present operation employs some 116 persons and produces limestone for the company's plant at Niagara Falls; lime for the steel, chemical, uranium and metal industries; and limestone products for the glass manufacturing industry; also supplying

local agricultural needs. The expansion follows announcement of a \$3.5 million expansion program by the Steel Company of Canada Limited at the company's Chemical Lime Works in Ingersoll, which will double its existing lime capacity.

The total value of construction undertaken so far this year continues to be about 50 per cent below that of a comparable period a year ago. Apart from two new industrial projects in London and additional construction at the University of Western Ontario, no major projects have been initiated to date this year. The present level of employment in the industry is being maintained primarily by government, institutional and commercial projects carried over from last year. Construction of the Ontario Hydro Nanticoke Generating Station in the Simcoe area is continuing on schedule, but no work has yet begun on the Texaco Canada Limited refinery, and activity at the Steel Company of Canada Limited site has been suspended pending a review of the project this fall. A new contract between 12 construction unions, representing approximately 3,000 union tradesmen in the Sarnia area and the Sarnia Construction Association, was ratified in May with most trades receiving a 38 per cent increase over a three-year period. In the absence of a major upswing in construction activity, the present surplus of structural workers throughout the district is likely to continue.

With a major expansion in the medical service facilities foreseen for the London area in the near future, a strong demand for related occupations is expected to develop. A \$35 million teaching hospital and medical complex is presently under construction at the University of Western Ontario and is scheduled for completion in 1972. With the completion of the University Hospital, facilities will be available for training about 100 students a year in undergraduate medicine. Present shortages of students are reported in a number of specialties including microbiology, pediatrics and pathology. Proposals have been made for expansion of both Victoria and St. Joseph's Hospitals. The estimated \$37.7 million expansion of Victoria Hospital will include a new Centennial Wing expanding all facilities and increasing the number of beds by 100 to a total of 1,100, and a new children's hospital to contain 200 beds which will be built adjoining the new wing. New construction and equipment for St. Joseph's Hospital will cost an estimated \$10 million and is expected to be under way by 1973. Other projects in the area include a construction start this year on a \$3.5 million expansion of Middlesex General Hospital in Strathroy which will

add 64 beds to the present 111. A new Regional School of Nursing and a new school of medical laboratory technology have been proposed in order to train the requisite professional and technical personnel. Training in non-professional occupations may also be required under the Canada Manpower Training Program.

A decline in employment in Public Administration and Defence is occurring in the London area with the closing of the Canadian Forces Maintenance and Supply Depot. Phasing out of the Depot is being effected gradually with a complete closure scheduled by September 1, 1971. The 450 civilian employees affected are being released gradually, and received priority for transfer to other Department of National Defence operations as well as for vacant positions in other government departments. To date, about 55 persons have been placed in other departments while attrition has accounted for an additional 33 persons. A further 65 persons will be released from their jobs in August, September and November of this year. The London Canada Manpower Centre is working in co-operation with National Defence personnel to assist employees in obtaining alternative employment.

NORTHERN ONTARIO

At present, the Northern Ontario economy is in an unsettled state. Unemployment has been rising in the mining, construction, lumber, tourist, and wholesale and retail trade sectors. Mining excepted, tight money and high interest rates appear to have caused slackening in activity, and until monetary restraints are eased, little immediate improvement is foreseen. Although the long-term outlook for the mining industry is favourable, a number of recent developments have had an adverse effect on employment. One major uncertainty is the future of the Emergency Gold Mining Assistance Act, which expires at the end of 1970. The Federal Government's decision, expected this fall, on whether or not to renew the Act could affect the employment security of some 2,500 Northern Ontario gold miners.

In the mining industry generally, recently announced closures will render some 550 miners redundant. At Elliott Lake, only about half of the 125 men laid off by Pronto Mines Limited are expected to be re-employed by local mines; the closure of Renabie Gold Mines Limited, 200 miles north-west of Sudbury, will affect about 75 men; about 50 gold miners will be unemployed at Wawa due to Surluga Mines Limited

suspending operations; at Geraldton, 150 gold-miners, many of whom are over 50 years of age, will lose their jobs with the closure of the Mosher Division of Lake-shore Mines Limited; and in the fall, the closing of the Canadian Jamieson Copper Mine near Timmins will result in 140 redundancies.

Providing there are no more major redundancies, particularly in the gold-mining sector, some overall improvement in mining employment is likely in the longer-term. The International Nickel Limited new Shebandowan operation near Thunder Bay is expected to require 350-400 men by late 1971. If the Great Lakes Nickel Limited project in Pardee Township near Thunder Bay gets off the ground, approximately 1,200 workers could be required by late 1972. In addition, the Sudbury area mines are expected to absorb several thousand new men over the next two to five years as new facilities come into production.

Although the pulp and paper sector of the forestry industry continues to experience good market conditions, soft lumber markets have resulted in a reduced scale of activity in the sawmill sector. Sawmills in North Bay will not open until June this year, one month later than normal. One sawmill at Sudbury, with a labour force of 35, will not operate at all this year, while a company at Thunder Bay recently laid off 30 men, who are unlikely to be recalled before August. Most sawmills are operating at a minimal capacity in an attempt to recoup some of their fixed costs. Current lumber prices, which are on average 30 per cent below the levels prevailing at this time last year, are on a par with prices existing in 1953.

Some of the slack in this industry has been taken up by the seasonal tree planting program. Both the Ontario Department of Lands and Forests and private companies have hired several hundred workers for the six weeks or so that this job requires. In the Kirkland Lake area alone, 245 males and 125 females are involved in the program. This annual reforestation program also provides a periodic source of income for many of the local Indian people.

The pulp and paper industry is facing an uncertain summer even though nearly all mills are now operating at capacity. The uncertainty stems from the fact that union contracts fall due this summer and hard bargaining is anticipated. Because the unions settled for 35 cents an hour over two years in 1968 when market conditions were depressed, they are under strong pressure to win

substantial increases this year, now that the industry is in a healthier state.

Work on the new \$45 million 500 ton-a-day kraft mill at Fort Frances has been set back by about a month due to the heavy rains that swept most of Northern Ontario during the latter part of May and early June. A Canadian and a West German firm, both thus far unnamed, are reported to be discussing the construction of a large new pulp and sulphide plant in the Elk Lake area of North Eastern Ontario. In Thunder Bay, Great Lakes Paper Limited is undertaking studies to determine the feasibility of adding a 250,000 ton-a-year kraft pulp mill to its existing plant.

Layoffs in most production occupations have occurred at the Canadian Car Company plant in Thunder Bay. Contrary to a report in the last issue of this publication, the company will not begin final assembly production of cars for its Toronto Transit Commission contract before October of this year. A brighter note for this company was its recent breakthrough into the American market when it successfully bid on the contract for 45 rapid transit cars for the Port of New York Authority. Production on this contract will follow the completion of the TTC contract.

At Kenora, Trans Can Custom Homes Limited has begun production, with a labour force expected to rise to 350 within a year. The provision of some 60 jobs for females at the plant will be most welcome, since employment opportunities for women are very limited in Kenora.

The outlook for the construction industry is not bright, even in the Sudbury area where shortages of skilled tradesmen have existed for several months. Abnormally wet weather across the North has delayed what projects were slated for this spring and summer. However, tight money and high interest rates have had a much greater impact than the weather. Sudbury reports that outside of the urban renewal project and the industrial expansions at International Nickel Limited and Falconbridge Nickel Limited, no new commercial or residential projects are planned. Several hundred labourers are currently on the local union's roll as unemployed. In addition, Ontario Hydro will shortly dismiss several hundred construction workers in the Sudbury and Sault Ste. Marie areas as projects there near completion. No new projects are currently contemplated. The situation is further complicated in the Thunder Bay area as most construction union contracts there run out this summer.

Bargaining is expected to be tough. The union will be under pressure to match the large settlements won in Sudbury and Sault Ste. Marie last year, yet the industry itself is in the midst of a slump and less willing to afford large settlements.

Sault Ste. Marie and Thunder Bay both report greatly increased activity in water transportation. At the Thunder Bay grain docks, shipments are up nearly 30 per cent over last year and an extra 100 men have been hired in addition to the recall of all seniority men. Iron ore shipments from Thunder Bay through to the end of May amounted to 1,226,000 tons compared to 723,000 tons for the same period last year.

Retail and wholesale sales volumes are down throughout Northern Ontario and the expected seasonal upswing has failed to materialize. Elliot Lake merchants claim they are having their worst year for sales since 1965. This slack in the wholesale and retail markets has had the added effect of removing from the market seasonal jobs which are normally filled by students.

The tourist industry has experienced a quiet start to the 1970 season. The abnormally wet May is probably one factor, another, pertaining to the North Western part of the province, is mercury pollution of some of the popular fishing waters, which appears to have reduced the number of visitors. Fort Frances reports that in May this year, 12,000 less crossings from the United States occurred than for the comparable period last year. This area also reported that traffic to the Dryden area, where the pollution occurred, was down, while traffic heading East to the Thunder Bay area has doubled.

However, neither pollution nor the unseasonable weather appears to be the primary reason for the slackening tourist trade. Once again, tight money and a high interest rates appear to be deterring people from spending. Decreased lodge and motel business, coupled with the increased trailer and tent-park activity attests to people's "spend-less and rough-it" attitude. Despite the slow start being experienced by the tourist industry, most areas report that the demand for food service workers far exceeds the supply. The seasonal nature of the work and low wages are contributing factors to this disequilibrium.

The entrance of high school commercial graduates into the labour market has increased the surplus already prevalent in this sector. Surpluses have also been reported for electronic and other technical graduates of

the community colleges in the area. Most areas report a shortage of management trainees, particularly for insurance and real estate offices.

The cold and wet spring has delayed spring planting and land preparation in all areas. The heavy rains at the end of May caused heavy damage in some of those areas already sown. Sault Ste. Marie reports demand for dairy and mixed farm workers is probably at an all time high. Again, low wages and poor working conditions make it difficult to attract workers to these occupations. The markets for dairy products continues strong, and prices on beef cattle remain firm.

On July 1, the Ontario Government will open its new office of the Northern Ontario Development Corporation. It is hoped that this office, to be located at Thunder Bay, will be instrumental in attracting more secondary industry to Northern Ontario.

KITCHENER – MID-WEST ONTARIO

Employment during May and June continued to lag with significant increases in the numbers of people looking for work but major reductions in vacancies. As a consequence, many workers are indicating a willingness to relocate to find work, while employers are becoming very selective when hiring new employees. Seasonal factors brought an overall increase in employment in the primary industries, food processing, and some service occupations. However, production activity in manufacturing, while generally more stable, was subject to intermittent layoffs in several instances, as the overall slowdown in the economy continues. It seems that some firms will extend their vacation layoff beyond the normal two-week period in July or August, and in addition, many have postponed normal replacement hirings. Experience to date indicates that summer employment opportunities for students will be much fewer than last year, with high school students likely to be the most seriously affected. Yet, despite the slowdown in current employment conditions, there have been no major cancellations of previously announced longer-term capital outlays on plant expansions and new major retail outlets.

In agriculture, with dairy and livestock farming important locally, the seasonal increase in employment mainly involved expansion of field work on spring crops. The continued trend towards mechanization has meant that seasonal swings in employment levels have been greatly reduced in recent years.

In general, employment activity in the manufacturing sector has improved over earlier months, but there were still instances of layoffs in some industries as inventories built up due to fluctuations in sales.

In food processing, four meat packaging plants in Kitchener have increased their staff for higher summer production levels. Moderate seasonal production increases occurred in the biscuit, confectionery and beverage industries.

The transportation equipment industry in Mid-west Ontario consists mainly of automobile components manufacturers located in the Kitchener, Waterloo, Galt and Stratford areas. While the level of activity continued to be somewhat depressed with several medium sized firms still operating at reduced levels with significant layoffs, especially in Galt, conditions were improved over previous months. Some larger firms such as General Spring Products Limited and the Budd Automotive Company of Canada Limited, which are located in Kitchener, continued production without any of the temporary shut-downs experienced earlier this year. With the introduction of the 1971 models a few months hence, possibly with significant changes in style, component producers appear hopeful that there will be some stimulus to consumer demand with an accompanying increase in manufacturers' component requirements. Budd Automotive is currently undertaking a \$40 million plant expansion which will enable it to triple output of auto frames. While employment at the plant fell below 700 earlier in the year because of unfavourable market conditions, it is now expected to grow to approximately 900 by mid-August, and to some 1400 in 1971. The majority of the increase in the firm's manpower requirements will be for occupations such as punch press operators, welders and material handlers. These, together with other skilled trades, such as tool and die makers, machinists and electricians, are now being recruited throughout the province. In addition, training-in-industry programs have been arranged to train over 100 workers, mostly welders and press operators.

The area's tire industry, concentrated in and around Kitchener and Guelph, has remained largely unaffected by cutbacks in car production over the year to date. In Kitchener, B.F. Goodrich Canada Limited remains busy and has hired on a limited scale to increase radial ply production. Uniroyal Limited also continues to be fairly busy although in May a few intermittent day-long shutdowns to adjust inventories occurred, affecting some 1500 employees. In Guelph, Fiberglas Canada

Limited, manufacturers of fibres for fiberglass tire cords, has been less fortunate; due to poor sales, production was cut back significantly, with layoffs of 150 workers for several weeks. However, the company has diversified into other products and most employees were subsequently recalled. Elsewhere in the rubber industry Dunlop Canada Limited's Tire and Tube Division in Goderich, is still operating at reduced levels of production with about 50 workers, mostly female, on layoff for several months. The company cites the cause as being loss of orders due to foreign competition.

In the machinery industries, most firms continue to be very busy, especially in and around Galt. In particular, Babcock Wilcox Limited, manufacturing steam generating equipment, continues to increase production levels. Over 1000 workers are employed at the Galt plant, and recruitment of welders, fitters, millwrights and boilermakers has been active. Locally, there is an acute shortage of these workers, and they have had to be recruited from other areas. In Goderich, the Dominion Road Machinery Company Limited has secured an order from Turkey for 300 road graders. Additional manpower requirements have included machine operators and assemblers. The metal fabrication industry is generally busy. While some firms are experiencing reductions in activity with some layoffs, employment on the whole continues at fairly high levels.

Conditions varied in the electrical products industry. In Kitchener, the electronics division of Electrohome Limited laid off 150 workers for four days in May. Marsland Engineering Limited of Waterloo announced in March the cancellation of a bomb fuse contract from the U.S.A. Two hundred employees were scheduled for layoff on June 1st, but the company's speaker and transformer departments require an increase in staff to cope with additional production, and it is hoped that major redundancy can now be avoided. At Waterloo, Raytheon Canada Limited is expanding production of digital information display unit systems with further limited hirings of assemblers. Part of the company's manpower requirements for this occupation has been met by a training-in-industry program.

Manufacturers of appliances such as refrigerators and laundry equipment have experienced fluctuating production levels. There were instances of layoffs in May, but the employment picture has now improved, with both the Beatty and Freezer Divisions of General Steel Wares Limited in Quelfh recalling workers.

Accompanying the general slowdown in the economy, a definite moderation in activity is developing in the furniture industry. Many companies producing home furniture are experiencing declining production and there have been a number of layoffs, particularly in Stratford and Kitchener. On the other hand, companies manufacturing institutional and office furniture are maintaining production.

The textile industries continued to be fairly active. In particular, shirt manufacturers at Kitchener are operating at peak production. Consequently, sewing machine operators are in short supply. Although Keith Day Limited of Waterloo is in the process of phasing out operations, allegedly on account of foreign competition, many of the firm's employees are expected to secure similar employment locally.

In the construction industry there was some seasonal improvement in employment activity with the arrival of the better weather. There were increased demands for labourers, painters, plumbers and dump truck drivers. Nevertheless, employment in general is at lower levels than last year, largely attributable to a severe decline in residential construction. Institutional and commercial building continues to hold up fairly well. For example, construction has begun on a \$2 million shopping mall in Galt and plans are in hand for expansion projects at the Universities of Waterloo and Guelph. In Kitchener, the first threat of a general construction dispute was averted as bricklayers and plasterers ratified a one-year contract giving them a pay increase of \$1.20 per hour. Four other groups — carpenters, plumbers, labourers and teamsters — are still negotiating.

There appears to have been some slight improvement in retail sales over previous months, but current hiring activity, mostly for replacement purposes, was slight. Despite the overall slackening of the economy, the structure of the local retail sector continues to change with the development and expansion of new shopping malls and the large retail outlets which they contain. In Guelph, the Willowdale Road Shopping Mall containing about 25 stores including a department store and a supermarket is expected to open this summer, and in Kitchener, the County Fair Plaza opened in May. Two new shopping malls are under construction in Galt. The developments give rise to flurries of demand for sales clerks, cashiers and packers when the stores open, but there is often a subsequent reduction in the numbers employed by the new outlets.

In finance and insurance, firms continue their policy of recruiting suitable trainees from among grade 13 high school commercial graduates. Banks are also hiring experienced tellers but in real estate, employment opportunities continue to be poor because of reduced sales.

Employment in the personal service industries is

following its usual seasonal increase in Stratford as the summer Shakespearean Festival gets under way, with increased employment opportunities for occupations such as waitresses and short order cooks. On the other hand, the summer vacation at the Universities of Guelph and Waterloo has resulted in some reduction in demand for these occupations.

MEASURES OF LABOUR SURPLUS

by T. Stopa

As recent economic developments have amply illustrated, unemployment is one of the few statistical indicators of the state of the economy which, besides being of interest to economists, financial experts and policymakers in various departments of Government, has a political and social significance of considerable importance. The purpose of this article is to define the three measures of labour surplus available from Federal Government sources and to clarify the differences between them. These three measures are the Labour Force Survey results, figures provided by Canada Manpower Centres of clients who at the time of registration reported that they were unemployed, and the number of registrants with the Unemployment Insurance Commission.

The official measure of unemployment in Canada is provided by the Labour Force Survey. The Survey statistics on unemployment, however, are available only at the national and provincial levels, and there is no official measure of unemployment for any individual areas smaller than the provinces. The other two measures of labour surplus are available in respect of smaller areas, in Ontario by 88 Canada Manpower Centres, and 15 Unemployment Insurance Commission districts. But they are not comparable in any way with the official definition of unemployment. These data have at times been used as proxies for local unemployment figures, but they are collated primarily for administrative and operational purposes, and their utilization as measures of unemployment is subject to serious qualification. They are not used for this purpose by Federal Government Departments.

The Labour Force Survey was started in November 1945 and was taken at quarterly intervals until November 1952 since which time it has been carried out monthly. It is a sample of the civilian, non-institutional population, age 14 and over. The statistical estimates are based on information obtained through interviews carried out in about 35,000 households, about one per cent of all Canadian households, across the country, providing data on employment, unemployment and non-labour force activity with reference to a specific week covered by the survey each month.* Those

referred to as unemployed include all persons who through the reference week:

(a) were without work and seeking work, i.e. did not work during the reference week and were looking for work; or would have been looking for work except that they were temporarily ill, were on indefinite or prolonged layoff, or believed no suitable work was available in the community;

or

(b) were temporarily laid off for the full week, i.e. were waiting to be called back to a job from which they had been laid off for less than 30 days.

This, in effect, is the official definition of unemployment in Canada.

The sample used in the survey yields adequate and reliable data for the national and provincial levels. It does not provide comparable data below that aggregative level; given the size of the sample, the variability of the data yielded by the survey for small areas is so large as to render it unusable. The accuracy of the data depends primarily on the absolute number of people actually included in the sample survey rather than on the sampling percentage. The provision of sub-provincial labour force data, therefore, would require several additional samples, each nearly as large as the single sample now used for the entire country.

Statistics on claimants with the Unemployment Insurance Commission, though available in respect of 15 areas in Ontario, do not constitute a measure of unemployment. The incentive to register is financial, coverage is limited and the series lacks consistency over time. Past comparisons of the percentage distribution of U.I.C. claimants with that of the Labour Force Survey unemployed suggest that certain groups are over-represented in the former, in particular certain categories of females and the recently retired, neither of whom often have a very definite attachment to the labour force. A good example of this is the housewife who may well have been working and therefore eligible for benefit but whose interest in work at any one point in time may be slight and who, if interviewed in the Labour Force

*For further detail on the technical aspects, refer to "The Labour Force Survey," published by the Dominion Bureau of Statistics.

Survey, would consider herself as 'keeping house' and not unemployed. Therefore, although included in the U.I.C. statistics, these categories ought not to be considered permanently in the labour force and are certainly not always unemployed on the basis of the definition of the term used in the Labour Force Survey. Statistics on U.I.C. claimants also include persons who only wish to work at certain times of the year but who are nevertheless eligible for unemployed insurance benefits during the periods when they are not working. This is a significant factor, and the U.I.C. figures do have a marked tendency to exceed the Labour Force Survey unemployed figures during periods of seasonal unemployment, and conversely, to fall short of the official unemployment figures in periods of greater seasonal activity. Important exclusions from the U.I.C. coverage include those persons who are unemployed but whose earnings have been in excess of the statutory maximum required for contributing to the scheme, entrants, and re-entrants to the labour force who do not qualify for benefits, and the unemployed who have exhausted their benefit claims. Changes in the regulations governing eligibility for benefit and the administration of claims have destroyed the consistency of the statistical series on registrations, and they cannot be used to indicate any meaningful trend from year to year.

Registrants with the Unemployment Insurance Commission are automatically registered for employment with Canada Manpower Centres. The Canada Manpower Centres provide the third measure of labour surplus discussed in this article, namely the numbers of registered clients without employment. This also differs considerably from the Labour Force Survey measure of unemployment. While the survey results are based on the stratified sampling procedure with a reference period of one week, the Manpower Centre totals are compiled simply from a file count on the last working day of each month. The Labour Force Survey does not consider to be unemployed those persons who lost or secured work during reference week. On the other hand, the Canada Manpower Centre figures include all clients who register as unemployed, and inevitably by the time of the monthly count, registered clients who have secured work but have failed to notify the Manpower Centre accordingly, are included in the totals. Although the Manpower Centres contact clients each month to verify their status, there is often a time lag in obtaining and updating the information.

Another major factor affecting comparability between the Labour Force Survey concept of unemploy-

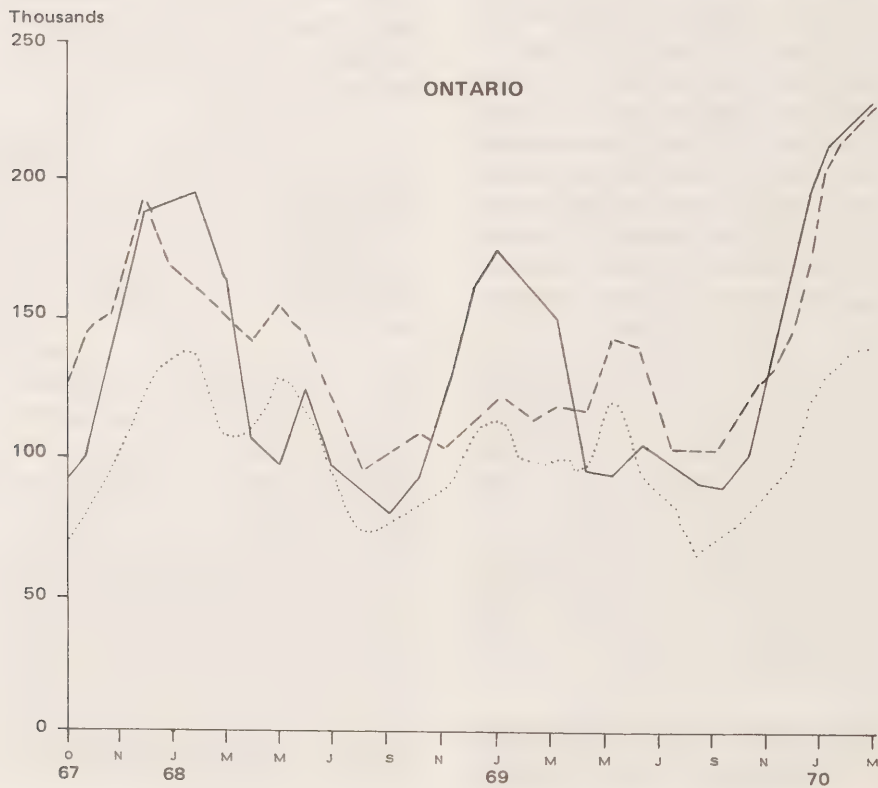
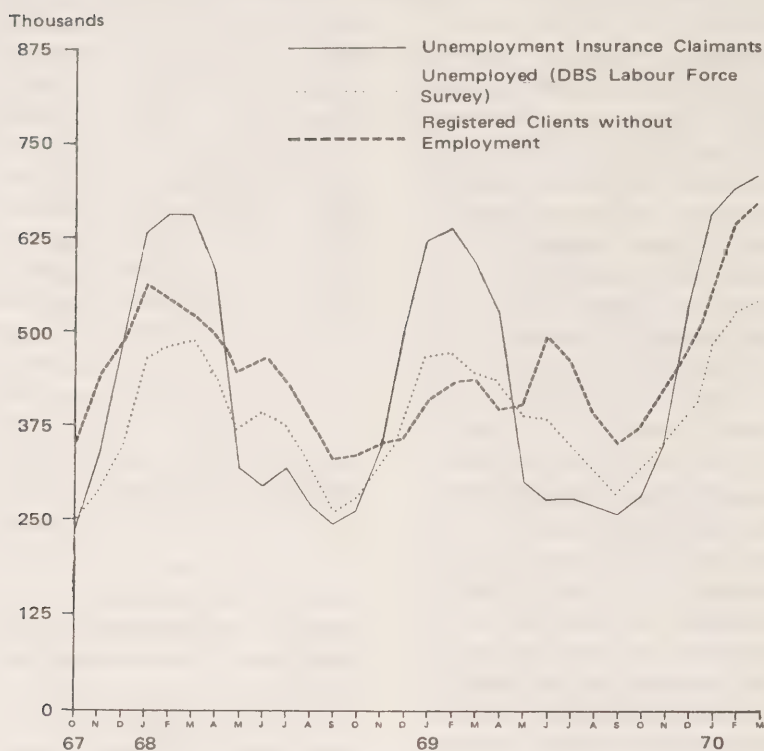
ment and the figures of clients registered at Canada Manpower Centres is the question of coverage. The count certainly can and does include segments of the labour force that are excluded from the U.I.C. statistics on claimants, but the coverage is still less than comprehensive. U.I.C. claimants apart, registration at Canada Manpower Centres is voluntary. Alternative means of seeking employment are available to the unemployed and to the extent that they do not register at Manpower Centres they cannot be included in the registration totals. As observed in discussing the statistics on U.I.C. claimants, persons whose labour force attachment is rather tenuous and who might not be considered unemployed in any meaningful sense of the term, are included in the monthly count. The same problem of a lack of consistency over time bedevils the registration figures; again no meaningful comparisons can be made over long time periods.

In conclusion, the statistics published by the Unemployment Insurance Commission and by Canada Manpower Centres represent the number of benefit claimants and the month-end total of registered clients without employment respectively, and do not purport to measure unemployment. On the basis of the Labour Force Survey definition of unemployment, these totals do include persons who are unemployed. But they also include people who are not out of work and so they cannot be used as a measure of unemployment comparable to the Labour Force Survey.

It could be argued that given the absence of suitable local unemployment figures, these statistical series, are, despite their limitations, of value as a proxy or substitute for local unemployment statistics. This might prove to be an acceptable line of argument if the relationship between these two series and the Labour Force Survey unemployment figures were stable. However it is not, as the graphical illustrations for Canada and Ontario on the following page show. Although not shown graphically, it should be noted that the relationship between the three statistical series differs markedly among regions of Canada, as well as through time. In addition, both the Unemployment Insurance Commission and Canada Manpower Centre statistical series lack the consistency necessary for measuring changes over time. Both series do provide some indication of the numbers possibly available for work in certain areas at a certain date, which is of operational significance to the Departments concerned but of limited value to non-departmental economists and analysts.

CLAIMANTS FOR UNEMPLOYMENT INSURANCE,
UNEMPLOYED, AND REGISTERED CLIENTS WITHOUT EMPLOYMENT
CANADA

OCTOBER 1967—MARCH 1970



THE NEW DISTRICT STRUCTURE IN ONTARIO REGION

Since 1954, Ontario has been divided into ten economic regions. Many agencies are now using this geographical breakdown of the Province, and the presentation and analysis of statistical material by both Provincial and Federal Governments is increasingly being made available on a comparable basis. From an economic standpoint, these areas have been designated as meaningful entities for developmental purposes. In-depth, studies have been done on the individual regions by the Government of Ontario and a considerable amount of information has resulted. Consequently, when a reorganization of the field staff in Ontario Region was contemplated, the possibility of conforming to the economic regions was a very important consideration.

Effective June 1, 1970, a new district structure was introduced in the field organization of the Manpower Information and Analysis Branch of the Department of Manpower and Immigration. The new structure consists of five districts instead of the original seven. Each district is made up of Canada Manpower Centre areas and corresponds as closely as possible to two economic regions. The list below shows each of the new districts of the Department of Manpower and Immigration together with the two economic regions to which it approximates.

<i>Manpower and Immigration Districts</i>	<i>Corresponding Economic Regions</i>
Toronto and Central Ontario	Metropolitan Georgian Bay
Northern Ontario	Northeastern Ontario Lakehead-Northwestern Ontario

Manpower and Immigration Districts

Eastern Ontario

Niagara-Hamilton-Mid-
Western Ontario

South-Western Ontario

Corresponding Economic Regions

Lake Ontario
Eastern Ontario

Niagara
Lake Erie

Upper Grand River
Lake St. Clair

The map on pages 16 and 17 shows the five new districts as well as the Canada Manpower Centre areas which comprise them. Each district is served by one district office staffed by a district economist and, in most cases, one or more staff economists.

One of the major changes under the new organization is the combination of Toronto Metro and the former Central District into the Toronto and Central Ontario District. The former districts of Hamilton and Southeastern Ontario have also been combined to form the new district of Niagara-Hamilton and Mid-Western Ontario.

The new district structure will not have a noticeable effect on the format of the Ontario Manpower Review. Toronto Metro and Central Ontario will still be distinguished in the district reports as will Niagara-Hamilton and Mid-Western Ontario. It is felt that separate sections dealing with these districts will be more meaningful and useful to the public.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

April 30, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>
	<i>No.</i>		<i>No.</i>
Arnprior	681	Niagara Falls	1,961
Barrie	3,466	North Bay	2,301
Belleville	1,783	Oakville	1,733
Bracebridge	1,405	Orillia	2,105
Brampton	2,929	Oshawa	3,104
Brantford	3,036	Ottawa	7,422
Brockville	782	Owen Sound	1,895
Carleton Place	385	Parry Sound	565
Chatham & Wallaceburg	2,977	Pembroke	2,026
Cobourg	1,440	Perth	570
Collingwood	1,552	Peterborough	3,926
Cornwall	4,299	Picton	455
Elliot Lake	814	Port Colborne	917
Fort Erie	945	Prescott	1,259
Fort Frances	1,043	Renfrew	788
Galt	2,469	St. Catharines	7,680
Gananoque	352	St. Thomas	705
Goderich	709	Sarnia	3,096
Guelph	1,620	Sault Ste. Marie	3,885
Hamilton	20,072	Simcoe	2,361
Hawkesbury	1,493	Smiths Falls	647
Kapuskasing	1,581	Stratford	608
Kenora	1,195	Sturgeon Falls	1,001
Kingston	3,079	Sudbury	3,213
Kirkland Lake	1,186	Thunder Bay	6,685
Kitchener	3,362	Tillsonburg	1,504
Leamington	718	Timmins	3,523
Lindsay	1,171	Toronto Metro	76,215
Listowel	642	Trenton	1,453
London	6,488	Walkerton	895
Midland	1,461	Welland	2,235
Napanee	1,115	Windsor	5,810
New Liskeard	962	Woodstock	1,173
Newmarket	2,649		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, April, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined: In previous issues only those seeking full-time employment were given in this table.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

May 31, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>
	<i>No.</i>		<i>No.</i>
Arnprior	615	Niagara Falls	1,976
Barrie	3,059	North Bay	2,307
Belleville	2,006	Oakville	2,188
Bracebridge	1,116	Orillia	1,970
Brampton	2,789	Oshawa	2,706
Brantford	3,048	Ottawa	5,140
Brockville	677	Owen Sound	1,699
Carleton Place	416	Parry Sound	318
Chatham & Wallaceburg	3,331	Pembroke	1,854
Cobourg	1,494	Perth	441
Collingwood	1,159	Peterborough	4,307
Cornwall	4,521	Picton	372
Elliot Lake	780	Port Colborne	768
Fort Erie	731	Prescott	1,099
Fort Frances	873	Renfrew	730
Galt	2,604	St. Catharines	7,071
Gananoque	267	St. Thomas	1,089
Goderich	648	Sarnia	3,523
Guelph	1,497	Sault Ste. Marie	3,538
Hamilton	17,119	Simcoe	1,876
Hawkesbury	1,194	Smiths Falls	674
Kapuskasing	1,675	Stratford	494
Kenora	1,071	Sturgeon Falls	755
Kingston	3,474	Sudbury	3,225
Kirkland Lake	899	Thunder Bay	6,030
Kitchener	3,497	Tillsonburg	1,531
Leamington	576	Timmins	3,580
Lindsay	946	Toronto Metro	13,751
Listowel	418	Trenton	1,896
London	8,653	Walkerton	857
Midland	1,356	Welland	2,222
Napanee	1,025	Windsor	6,010
New Liskeard	970	Woodstock	1,094
Newmarket	2,490		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, May, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined: In previous issues only those seeking full-time employment were given in this table.

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
SOUTH-WESTERN ONTARIO		
Chatham	10 Centre Street (P.O. Box 670)	(519)352-2800
Leamington	74 Talbot Street West	(519)326-6141
London	120 Queen's Avenue	(519)679-4444
St. Thomas	Room 215, 403 Talbot Street	(519)631-5470
Sarnia	100 South Front Street	(519)344-5293
Simcoe	122 Norfolk Street North	(519)426-5270
Tillsonburg	4 Ridout Street East	(519)842-5907
Wallaceburg	601 Wellington Street	(519)627-3348
Windsor	467 University Avenue West	(519)256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519)537-2385
NIAGARA—HAMILTON—MID-WESTERN ONTARIO		
Brantford	45 Darling Street	(519)756-6101
Fort Erie	55 Jarvis Street	(416)871-3932
Galt	33 Water Street North	(519)621-7150
Goderich	35 East Street	(519)524-8342
Guelph	70 Fountain Street East	(519)822-3150
Hamilton	135 James Street South	(416)525-1951
Kitchener	29 Duke Street East	(519)579-1550
Listowel	125 Argyle Avenue North	(519)291-2920
Niagara Falls	1853 Peer Street	(416)356-1551
Port Colborne	12 Charlotte Street	(416)834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416)685-5436
Stratford	100 Albert Street	(519)271-4120
Welland	38 King Street	(416)735-3951
TORONTO AND CENTRAL ONTARIO		
Toronto Metro	P.O. Box 420, Station Q, Toronto 7	(416)363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416)363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416)255-8571
Industrial & Trades	200 Dundas Street East	(416)363-5931
North York	4985 Yonge Street, Willowdale	(416)221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416)267-8201
West	2968 Dundas Street West	(416)763-3611
York	1736 Weston Road, Weston	(416)247-8261
Barrie	32A Dunlop Street West	(705)728-2468
Bracebridge	98 Manitoba Street	(705)645-2204
Brampton	Suite 605, 24 Queen Street East	(416)451-1240
Collingwood	72 Hurontario Street	(705)445-1010
Midland	221 Dominion Avenue	(705)526-2224
Newmarket	462 Park Avenue	(416)895-5135
Oakville	130 George Street	(416)845-3891
Orillia	17 Peter Street North	(705)326-7336
Oshawa	600 King Street East	(416)728-4631
Owen Sound	330 Ninth Street East	(519)376-4280
Parry Sound	74 James Street	(705)746-9374
Walkerton	12 Jackson Street East	(519)881-2010

**CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
LAKE ONTARIO — EASTERN ONTARIO		
Arnprior	90 Madawaska Street	(613)623-3173
Belleville	324 Church Street	(613)962-8681
Brockville	35 Church Street	(613)342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613)257-3344
Cobourg	281 McGill Street	(416)372-3326
Cornwall	211 Second Street East	(613)933-4260
Gananoque	5 Charles St. S., Federal Building	(613)382-2124
Hawkesbury	290 Main Street East	(613)632-2759
Kingston	395 Princess Street	(613)546-3641
Lindsay	34 Cambridge Street South	(705)324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613)354-3367
Ottawa	385 Slater Street	(613)235-1851
Pembroke	178 Pembroke Street East	(613)732-9994
Perth	71 Gore Street East	(613)267-1921
Peterborough	130 Hunter Street West	(705)745-0551
Picton	205 Main Street	(613)476-3227
Prescott	292 Centre Street	(613)925-2808
Renfrew	251 Raglan Street South	(613)432-4878
Smiths Falls	17 Church Street East	(613)283-4790
Trenton	72 Front Street	(613)392-6558
NORTHERN ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705)848-2231
Fort Frances	301 Scott Street	(807)274-5307
Kapuskasing	8 Queen Street	(705)335-2337
Kenora	12 Main Street South	(807)468-5551
Kirkland Lake	33 Duncan Avenue	(705)567-9205
New Liskeard	83 Whitewood Avenue	(705)647-6741
North Bay	101 Worthington Street East	(705)472-3700
Sault Ste. Marie	682 Queen Street East	(705)254-5101
Sturgeon Falls	48 William Street	(705)753-0800
Sudbury	67 Elm Street East	(705)675-2211
Thunder Bay (FW)	130 S.Syndicate Ave., Postal Station 'F' Thunder Bay	(807)622-0669
Thunder Bay (PA)	244 Lincoln Street, Postal Station 'P' Thunder Bay	(807)344-6601
Timmins	12 Elm Street North	(705)264-4366
<hr/>		
MANPOWER CONSULTATIVE SERVICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416)369-3761 (416)369-3755
ONTARIO REGIONAL OFFICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416)369-3745

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369–3581
Orillia	21/25 Peter Street North	(705)326–9421
Oshawa	Room 207–8, Federal Building, 47 Simcoe Street South	(416)725–8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677–4212 (676)2830–2831
Ottawa District Office	71 Bank Street	(613)232–8211 Local 2–5377
Belleville	P.O. Box 253, 3 Station Street	(613)968–6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932–2201
Kingston	P.O. Box 726, New Federal Building	(613)548–8513
Landsowne	Thousand Islands Bridge	(613)659–2313
Prescott	P.O. Box 370, Federal Building	(613)925–2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528–4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871–6960
Guelph	Federal Building, 75 Farquhar Street	(519)822–0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744–4161
Niagara Falls	500 Queen Street	(416)354–2741
London District Office	120 Queens Avenue	(519)679–4113
Sarnia	P.O. Box 184, Federal Building	(519)337–5419
Windsor	441 University Avenue, West P.O. Box 219	(519)254–1101
Woodstock	P.O. Box 294, Federal Building	(519)537–5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)274–1475
Fort Frances	International Bridge, Church Street	(807)274–3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622–0669
Pigeon River	Pigeon	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852–3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South P.O. Box 663	(705)673–2214
Timmins	120 Cedar Street South	(705)264–3104

IN CANADA

MORE THAN 350 COMMUNITY OFFICES TO SERVE YOU

- **FOR THE JOB YOU WANT FILLED**
- **FOR THE JOB YOU WANT**

CANADA MANPOWER CENTRES

OFFER:

- **A COMPREHENSIVE LABOUR MARKET CONSULTATIVE SERVICE FOR ALL EMPLOYERS IN BUSINESS, INDUSTRY AND THE PROFESSIONS.**
- **A CAREER COUNSELLING, TRAINING, AND PLACEMENT SERVICE FOR ALL JOB SEEKERS.**



DEPARTMENT OF MANPOWER AND IMMIGRATION

Hon. Allan J. MacEachen
Minister



I12

M16



CANADA

MANPOWER REVIEW

Ontario Region

JULY-AUGUST 1970 Volume 3 No. 4

Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

July-August 1970

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

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OCCUPATIONAL SHORTAGES — ONTARIO

The general economic slowdown and consequent weakening in the demand for labour was evidenced again this month by a continued decline in the number of chronic occupational shortages reported by Canada Manpower Centres. Shortages of 25 or more were reported in only ten occupations in July 1970 as compared to fourteen in June and sixteen in May. The number of occupations in chronic shortage has been generally lower in the first seven months of 1970 than in the comparable period of 1969 as is shown by the following table.

Number of Occupations with 25 or more shortages

Month	1969	1970
January	25	16
February	26	20
March	30	21
April	25	22
May	24	16
June	37	15
July	34	10

Much of the decline between July 1969 and July 1970 occurred in occupations associated with manufacturing such as tool-and-die maker, milling machine

set-up operator, sewing machine operator and wood-working machine operator. Demand declined for some service occupations such as waitress, hair stylist and short order cook.

Of the ten occupations in chronic shortage in July 1970, insurance salesman was the only one in the strong category. Two occupations were in moderate shortage while the remaining seven were in light shortage.

The demand for insurance salesmen seemed to be quite widespread geographically. Company labourers were required in Northern Ontario exclusively with Kirkland Lake and Sudbury being the centres of demand. The shortages of secretaries was concentrated principally in Toronto but there was some unfilled demand in the southeast as well. Opportunities for physical therapists, machinists and general salesmen were widespread throughout the province.

Deletions from the list of shortages from June to July include stenographer, electronics mechanic, informal waiter and salespersons for women's garments and cosmetics. The only new addition to the list from June to July was machinist which fell into the light category.

OCCUPATIONAL SHORTAGES — ONTARIO		
JULY 1970		
As Reported by Canada Manpower Centres		
Strong	Moderate	Light
Insurance Salesman	Company Labourer Secretary	Nurse, General Duty Maid, General Physical Therapist Automobile Mechanic Machinist Salesman, General Typist
<div> Light — 25-50 Shortages Moderate — 51-100 Shortages Strong — over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Ottawa Tabulation of Occupational Shortages Reports.

**LABOUR MARKET INDICATORS
CANADA AND ONTARIO**

<i>Description</i>	<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	July 1970 July 1969	21,399,000 21,180,000	7,648,000 7,467,000
Immigration I (all immigrants)	Jan-June 1970 Jan-June 1969	70,835 71,121	39,372 38,195
Immigration II (Immigrants directly into labour force)	Jan-June 1970 Jan-June 1969	37,917 37,951	21,142 20,837
Labour Force	July 1970 July 1969	8,819,000 8,550,000	3,269,000 3,170,000
Employment	July 1970 July 1969	8,301,000 8,201,000	3,116,000 3,074,000
Unemployment	July 1970 July 1969	518,000 349,000	153,000 96,000
Unemployment Rate (as a % of Labour Force)	July 1970 July 1969	5.9 4.1	4.7 3.0
Av. Weekly Wages & Salaries (industrial composite)	June 1970 June 1969	\$127.05* \$117.61	\$132.54* \$121.59
Av. Hourly Earnings (in manufacturing)	June 1970 June 1969	\$ 3.02* \$ 2.78	\$ 3.20* \$ 2.92
Av. Hours Worked Per Week (in manufacturing)	June 1970 June 1969	40.1* 40.2	40.3* 40.3
Monthly Housing Starts (urban areas)	July 1970 July 1969	13,873 15,057	7,102 6,729
Total Housing Starts (urban areas)	Jan-July 1970 Jan-July 1969	63,144 100,157	26,716 40,275

* Preliminary figures only.

MAJOR DEVELOPMENTS

As more accurate statistics for the first half of the year together with some preliminary indications for the two-month period under review draw the problems of the Canadian economy into a sharper focus, it is not surprising that public concern is shifting increasingly from inflation to unemployment. Of the basic goals set for the country by the Economic Council of Canada, the attainment of "full employment" is one of the more important targets. Our economy is clearly showing the signs of a low level of activity and all sectors call for carefully planned adjustments. But by the very nature of the forces which structure employment in Canada, it is in the labour market that the time lag between the initiation of the adjustment mechanism and its effectiveness is the most pronounced. It is intended therefore to give closer than customary attention to general aspects of, and recent developments in, the labour market.

According to the Labour Force Survey as of the week ended July 18, actual total employment in Canada increased 153,000 or 1.9 per cent from June to July, with unemployment marginally down 11,000 in the same period. The seasonally adjusted unemployment rate rose fractionally to 6.7 per cent in July from 6.6 per cent in June. Employment declines were reported in manufacturing and agriculture, while community, business and personal services showed sizeable gains.

In Ontario, employment increased slightly in July by 9,000 and unemployment showed no substantial change. However, the seasonally adjusted unemployment rate rose from 4.3 per cent in June to 4.7 per cent in July, as against 3 per cent — actual as well as seasonally adjusted — in July 1969; these ratios are the highest since 1961.

It should be noted that employment growth has slowed down considerably over the past twelve months: employment in Ontario rose by only 42,000 from July 1969 compared with an increase of 99,000 in the labour force. This leaves a considerable balance of unemployed. In 1969, some 11,750 new jobs were created in Ontario, either in new industrial plants or through expansion of existing facilities. This figure represents only 0.3 per cent of the employed labour force in Ontario, and about 11 per cent of last year's increase in labour supply. Anticipating that business capital investment — even

if below the levels forecast earlier this year — will provide in 1970 a somewhat higher ratio of new jobs, it becomes evident that the creation of jobs through new capital formation is, by itself, far from being the only answer to unemployment.

Reviewing manpower developments during July and August in the Ontario economic sub-regions, it appears that demand remained reduced and the number of registered clients in CMC's in most of the occupational classifications showed an overall increase. Scattered layoffs such as at Canadian General Electric Company Limited in Oakville, White Farm Equipment Limited in Brantford, P.L. Robertson Manufacturing Company Limited in Milton, Alcan Design Homes Limited in Woodstock and Dupont of Canada Limited in Kingston involved over 1,000 production workers.

Industrial disputes also played a part in the employment picture. While the long bargaining between the Government and the Council of Postal Workers did not show any positive advance, 11,300 employees of the Hydro-Electric Commission of Ontario were setting the stage for a series of rotating stoppages. Wage rates which averaged an increase of 8.5 per cent in the second quarter, were starting to fall to a level more in line with the guidelines established by the Prices and Incomes Commission. However, there is a carryover of contracts signed over the last two years with a high incremental rate built into wages, and some new agreements far exceeded the recommended six per cent.

In contrast to layoffs and disputes, a few companies were hiring new employees. Babcock and Wilcox of Canada Limited in Galt and Algoma Steel Corporation Limited in Sault Ste. Marie each planned to add 150 to its staff owing to plant expansion. National Steel Car Corporation Limited in Hamilton was recalling 350 men and hiring 100 new employees as a result of a \$40 million U.S. order for rolling stock. International Nickel Company of Canada Limited continued to hire new personnel and was recruiting 300 workers from the Atlantic provinces. Similarly, workers from Quebec and Saskatchewan were being recruited for the Kenora mining district.

The current and near-term employment aspects of two industries in Ontario should be considered.

One is the construction industry, in which cumulative housing starts for the first seven months were 39 per cent lower in Metropolitan Toronto than for the same period last year and showed an even stronger decline throughout the rest of the province. Residential construction usually accounts for 25 per cent of the total value put in place by the industry, and makes up the largest single segment of the construction dollar. A recent allocation of \$100 million by the Government for low-cost housing was expected to provide some stimulus. Aggravating this declining trend, mass production of standardized components is reducing on-site labour and inducing a shift away from skilled trades.

The second consideration is the automotive industry in which production is partially independent of domestic sales and in which the employment picture is not necessarily coloured by general economic conditions in Canada itself. This is borne out by the fact that while domestic sales of North American units have declined 22 per cent, cumulative 1970 production of passenger cars to August 22 has increased by 5.3 per cent over the same period a year ago. In addition, the summer shutdown and preparations for the new model year have come to an end and almost all of about 40,000 production workers have been recalled to the assembly lines and the component plants.

The outcome of two important issues, bargaining for the new United Auto Workers agreement and the renegotiation of the Canada-U.S. Auto Pact, will be decisive for immediate and short-term employment prospects in this industry. At time of writing, the Ways and Means Committee of the U.S. House of Representatives has recommended that the President terminate the automotive agreement unless progress is made soon on achieving its objectives. According to the report, Canadian restrictions and other conditions artificially permit the continuation of a price differential and interfere with commercial decisions in which it had been agreed that market forces would be allowed to operate. Therefore, inaugural features built in to protect the Canadian industry should be eliminated. The Canadian viewpoint is that a preliminary condition for any renegotiation is the disappearance of the gap between Canadian consumption (presently 7.5 per cent) and Canadian production (presently 4.5 per cent) of North American vehicles.

The above remarks cover some of the aspects of the labour market that lend support to the thesis that unemployment will tend to remain at high levels for the balance of the year, and might possibly extend well into 1971 or at least until such time as a steady upswing in the economy begins to assert itself.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
JUNE 1969 AND 1970**

	<i>Employment Indexes 1961 = 100</i>		<i>Average Weekly Wages and Salaries</i>	
	<i>June 1970</i>	<i>June 1969</i>	<i>June 1970</i>	<i>June 1969</i>
			\$	\$
Toronto and Central Ontario				
Brampton	293.6	287.7	130.25	119.02
Oshawa	134.2	144.6	152.05	136.34
Toronto Metro	137.1	136.3	134.68	122.99
Northern Ontario				
Thunder Bay	127.6	128.5	124.97	119.62
North Bay	123.0	119.6	127.96	116.02
Sault Ste. Marie	127.4	128.5	145.77	134.75
Sudbury	132.6	126.8	155.17	139.36
Timmins	75.8	76.1	116.14	105.39
Eastern Ontario				
Belleville	126.7	126.8	112.08	103.39
Brockville	125.1	129.3	126.30	113.54
Cornwall	129.3	143.0	119.55	111.98
Ottawa-Hull	143.3	140.0	119.66	110.04
Peterborough	143.1	144.2	131.92	122.63
Niagara-Hamilton-Mid-Western Ontario				
Brantford	132.5	140.7	117.54	112.32
Guelph	145.8	144.9	121.32	110.12
Hamilton	126.0	126.1	135.00	122.52
Kitchener	155.1	158.0	118.78	108.41
Niagara Falls	120.8	119.4	117.40	111.90
St. Catharines	137.4	143.6	144.21	130.90
Stratford	153.2	152.1	111.22	104.12
Welland	120.7	115.3	149.02	140.53
Southwestern Ontario				
Chatham	134.8	136.0	131.84	120.71
London	127.7	127.3	122.79	114.60
St. Thomas	198.8	212.0	148.04	131.45
Sarnia	138.4	143.9	165.08	153.92
Windsor	150.4	150.2	160.21	136.25
Woodstock	154.8	161.1	119.76	112.52
Ontario	134.1	134.4	132.54	121.59

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*

The Queen's Printer, Ottawa.

Note: Preliminary figures only.

AREA AND INDUSTRY DEVELOPMENTS

JULY—AUGUST 1970

1 — TORONTO AND CENTRAL ONTARIO

TORONTO METRO

Both industrial expansions and layoffs levelled over July and August, leaving extensive labour disputes and contract settlements as the dominant feature in the Metropolitan Toronto labour market. Work stoppages permeated all sectors of the economy and contract pay increases rose as high as 53 per cent in a two-year agreement. Persistent employer selectivity, which first became pronounced in the construction and manufacturing industries in early spring, has filtered into administrative operations; unskilled construction workers and highly-trained administrative, professional and technical personnel are facing similarly restricted employment opportunities. Although vacancies registered at Toronto Canada Manpower Centres in July were 17 per cent above the June total, they were still 41 per cent fewer than those in July 1969. Vacancies for administrative, professional, and technical personnel and for occupations associated with manufacturing declined from June to July.

Manufacturing, Metropolitan Toronto's largest industrial sector encompassing 34.5 per cent of the area's 933,700 employees in 1969, experienced the biggest reduction in employment opportunities: July's registered vacancies in processing, machine trades and bench work showed no increase over June and were 68 per cent fewer than those notified in July of 1969. Many plants curtailed hirings until the end of the summer holiday period. Manufacturers already competing against imports face more vigorous competition as a result of lower import prices brought about by the increased value of the Canadian dollar.

Metal fabrication and machine shop trades continued to be relatively inactive. Although layoffs appeared to have levelled and recalls have commenced, there were an unusually small number of vacancies for skilled machinists and toolmakers. In contrast to this pattern, few welders were seeking work and welder-fitters were in persistent shortage as companies reportedly were stockpiling fabricated steel in anticipation of contract negotiation difficulties in the fall.

Operational slowdowns have continued. In response to slackened demand, Neptune Meters Limited has cut staff from a peak of 240 to a total of 140 employees and the factory has been operating on a part-time basis. Anaconda American Brass Limited, suppliers to automotive and electrical manufacturers, presently are employing 1,200 persons, some 150 below the normal summer staff complement. Instead of hiring the usual number of 125 students for the duration of the summer, Anaconda recruited 45 and limited their employment period to 90 days. De Havilland Aircraft of Canada Limited laid off 64 technical employees, including design draftsmen, stress analysts and engineers, on July 24 as a result of the postponement of a production decision on its DHC-7 short take-off and landing airliner. The company's 20-passenger Twin Otter aircraft production line has already been closed for some time. However, W. R. Key Limited, locating in Scarborough in January of 1971, has announced plans for a \$250,000 plant to engage some 60 employees in the production of sheet metal products and stampings.

Amidst production slowdowns, the metal working industry has been beset with several labour disputes. A labour dispute between Link Belt Limited and 145 metal workers and welders belonging to the United Steel Workers of America concluded on July 27. A work stoppage involving Nortex Products Company, manufacturers of metal housewares, and 107 machine operators, tool and die makers, arc welders, truck drivers and general factory labourers of the United Steelworkers of America, commenced July 13 and, at the time of writing, had not yet been terminated.

For the most part, the electronics industry and electrical manufacture and assembly have been quiet, with some establishments announcing an extension of holiday shutdowns. Canadian General Electric Company Limited appended a layoff of two weeks to the three-week holiday period in the lamps division which employs approximately 564 workers; Texas Instruments Incorporated implemented a two-week layoff in addition to the regular holiday closing. One hundred workers laid off in June were still awaiting recall to Canadian Admiral Corporation Limited, whose television, phonograph and refrigerator

manufacturing is proceeding cautiously. Lytton Industries laid off a total of 300 employees over the July-August period. On the other hand, both Philips Electronics Industries Limited and Philco-Ford of Canada Limited have been hiring, Philips having recruited approximately 100 and Philco 60 workers for assembly jobs. In addition, Venus Electric, Limited manufacturers of electrical accessories for retail trade, have secured a Federal loan for plant expansion designed to accommodate an increased export volume.

However, both layoffs and expansions in electronic and electrical production have been outnumbered and overshadowed by labour disputes. The 850 members of Local 80 of the United Auto Workers ended a 16-week labour dispute with Honeywell Controls Limited by voting on July 9 to accept a pay increase of 19 per cent over two years. About 450 student replacements were released immediately and Honeywell was permitted to recall workers without regard to seniority for a ten-day period. Some of 15 male and 115 female machine operators and assemblers of electrical components belonging to the United Electrical, Radio and Machine Workers of America returned to work at Standard Coil Products Limited on July 16 ending a 23-day labour dispute; the entire staff was not recalled, however, until August 7. The workers received a 7 per cent raise with a minimum of 15¢ per hour retroactive to March 15 and will receive a further 5 per cent increase next year. A labour dispute begun on June 8 and involving three O. & W. Electronics Limited plants and 102 platers, printers and general factory workers of the United Electrical, Radio and Machine Workers of America has been terminated. About 350 employees at the Sunbeam Corporation (Canada) Limited appliance plant, members of the Canadian Labour Congress, initiated a mass picket line on August 14 to press demands for higher wages and higher incentive bonuses.

Processing industries have been subject to work stoppages. A labour dispute involving approximately 158 bakery workers of the Bakery and Confectionery Workers' International Union of America and the General Bakeries Limited plant ended on July 18. A year-long labour dispute and a nation-wide boycott ended on July 23 when Local 633 of the Amalgamated Meat Cutters and Butcher Workmen of North America won its first contract with Alpine Brand Meat Products Limited. The contract called for wage increases over 25 months averaging 81 per cent for women and 34 per cent for men.

While there has been a steady demand for qualified workers in the drapery and upholstery industries, there has been less in the garment industry; garment and shoe trades were experiencing the impact of increased import competition. Nevertheless, sewing machine and drapery operators with Canadian experience, as well as standard machine stitchers, were all in persistent shortage.

Companies engaged in miscellaneous manufacture commenced hirings in August in anticipation of Christmas trade demand. A labour dispute between Cooper Canada Limited, manufacturer of leather sporting equipment, and the International Brotherhood of Operative Potters was resolved July 3.

In the *construction* sector, commercial work already contracted for was being completed and most union tradesmen were employed; however, diminished residential construction and reduced work for smaller contractors left a surplus of non-union labour. The value of building permits issued in Metropolitan Toronto in the month of July was \$53.7 million, only half of the July 1969 figure of \$102.2 million. This brought the total value for the first seven months of 1970 to \$331.1 million, considerably below the \$397.2 million figure for 1969. The number of building permits issued in July for residential construction totalled 739, in comparison with 3,499 for July of last year; the seven-month totals for 1969 and 1970 were 14,207 and 7,112 respectively. With high mortgage interest rates, municipal taxes and new landlord-tenant legislation having combined to make apartment construction economically less attractive, there has been a perceptible decrease in employment opportunities in the construction industry. Although registered vacancies in the structural trades in July had increased 26 per cent over June, they were nonetheless 57 per cent below the July 1969 level.

The increase in construction vacancies in July over June was mainly for short-term contract painters and carpenters, and secondarily for surveyors and chainmen. Contractors on the city's periphery registered a slight demand for non-union construction carpenters who were found quickly and in adequate numbers despite the relative inaccessibility of the construction sites involved. Very few openings have been recorded for bricklayers, plumbers, plasterers, cement masons and heavy equipment operators.

Major construction undertakings were continuing as scheduled. On July 17, Olympia and York Developments Limited of Toronto began excavation for the first

building in an 1,800-unit condominium complex in North York, part of Ontario Housing Corporation's \$78-million Chapel Glen development. Construction on the enclosed shopping mall at Sherway Plaza was in progress.

Labour disputes in Toronto's construction industry have been widespread and lengthy with only three settlements being ratified during the summer, two for 55 per cent and 60 per cent respectively over three years and another of 53 per cent for two years. A dispute, which began on June 13 and involved six Metropolitan Toronto contracting companies and 350 members of the International Laborers Union of North America, was deadlocked over wages and other issues. On June 22, approximately 2,300 plumbers, steamfitters and welders of Local 46 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, took part in a one-day strike against their union to protest the use of prefabricating techniques on a major project in Toronto, a move to which union officials had agreed. Since June 30, approximately 126 hourly-rated concrete workers, plant production and yard labourers, carpenters, cement finishers, rodmen, crane operators and maintenance personnel of the Laborers Union of America have been engaged in a labour dispute with all three plants of Pre-Con Murray Limited. A labour dispute begun on July 3 involving Beer Precast Concrete Limited and members of the Laborers International Union of North America continued to affect some 270 cement finishers, wood workers and general labourers. On July 6, 2,000 sewer and roadbuilding workers, members of the International Laborers Union, ratified a three-year contract providing for a wage and fringe benefit increase of 60 per cent. A dispute begun on July 27 was terminated three days later when approximately 350 bulldozer, crane and shovel operators of the International Union of Operating Engineers and the Metropolitan Toronto Sewer and Watermain Contractors Association reached a settlement. A work stoppage begun on July 27 involving C. A. Pitts Construction Limited and 56 members of the International Union of Operating Engineers ended August 1.

On August 18, a \$3.00 an hour wage and fringe benefit increase, described as the largest construction settlement package in Canada, was negotiated by the Crane Rental Association of Ontario and Local 793 of the International Union of Operating Engineers. The agreement will bring the rate for operators of mobile truck cranes to \$8.00 an hour on November 1, 1972

and to \$8.40 an hour for those operating cranes of more than 70-ton capacity. The increase, exclusive of premiums and fringe benefit improvements, is about 53 per cent over three years. Although the terms apply to a small group of 250 mobile crane operators throughout the province, the settlement is regarded as significant because it will be a new influencing factor when the next general round of negotiations between construction unions and employers open in the spring of 1971.

In the *transportation* sector, the Toronto Harbour Commissioners reported that cumulative tonnage for the 1970 season to July 13 was approximately 63 per cent of the total handled by that date last year. The import component was down 47.5 per cent, but export tonnage continued higher than last year by 33.8 per cent.

The transportation industry has not been isolated from the large and notable contract settlements permeating the Toronto Metro labour market. Five thousand members of Division 113 of the Amalgamated Transit Union voted on June 30 to accept a contract with the Toronto Transit Commission granting them approximately 20 per cent in wage and fringe benefit increases over two years. The mileage rate for Gray Coach drivers was also increased by 20 per cent over the same period from 13¢ a mile to 15.5¢.

Although the *service* industry has ostensibly undergone the most marked improvement, with registered vacancies in July being 32 per cent more numerous than in June, the new level was still 53 per cent below that of July 1969. However, general maids, mothers' helpers, hair stylists, janitorial couples, business service salesmen and advertising salesmen all continued to be in acute shortage. An apparently sharp increase in demand for suitable workers in the personal service occupations was due primarily to impending students withdrawals from the labour force.

A slowdown in hotel and restaurant hiring activity, generally centered in Toronto, has been attributed to adverse economic conditions. While hotel trade has been temporarily retarded, hotel chains continued to expand. Western International Hotels have begun construction of an \$18 million structure for completion at the end of 1971; the hotel will provide employment for approximately 450 administrative and service personnel.

If the service sector has not been as susceptible to layoffs and labour disputes as have other industries, neither had it been exempt. On June 5, 3,430 members of the Plumbers Union, AFL-CIO/CLC, and Consolidated Plant Maintenance entered a labour dispute which, at time of writing, was still in progress. On July 18, the Canadian Union of General Employees representing 730 non-professional employees at Toronto Western Hospital accepted a new contract offer that would increase wages by 19 per cent over two years.

Wholesale and retail *trade* was the only sector of the Toronto labour market in which occupational demand has increased over last year: registered vacancies in the sales category in July were 31 per cent higher than the June level, and 51 per cent over that of July 1969. However, this demand, having been inflated by the requirements of newly constructed shopping centres and stores, was not necessarily a valid indicator of the industry's overall business which has shown only small year-over-year increases.

In wholesale trade, the demand for material handlers and similar warehouse personnel has been limited, with wages low and employer selectivity high; as many of these occupations are largely unskilled, persons formerly engaged in them have found it difficult to obtain alternate employment.

Contract settlements covering about 7,050 workers in wholesale and retail trade throughout Ontario were reached during August. In the one major settlement, 7,000 employees of Dominion Stores Limited in 260 Ontario communities ratified a new contract providing wage increases ranging between 22 and 32 per cent over two years.

In *finance, insurance and real estate*, acute shortages of commissioned insurance salesmen, secretaries, transcribing machine operators, typists and stenographers persisted despite moderate retrenchment. Registered vacancies in the clerical category, while 10 per cent higher in July than in June, were still 41 per cent fewer than in July of last year.

Labour disputes occurred in all levels of *public administration* throughout the summer months. On August 10, the Federal Government extended a new package offer to the 27,000-member Council of Postal Unions in an attempt to reach a settlement of the 11-month postal contract dispute. The wage proposal, exclusive of the long service bonus, represented an

increase of nearly 6.3 per cent on an annual basis, or an increase of 15.7 per cent over 30 months. The postal unions have been seeking a two-years agreement of nearly 10 per cent a year.

One hundred and twenty-five members of the Public Employees Union, CLC, on July 8 ended a labour dispute with the Toronto Transit Commission. A labour dispute in June between the Corporation of the Borough of Scarborough and 750 members of the Canadian Union of Public Employees Locals 368 and 545 ended seven hours after it had begun, with terms of settlement of 18 per cent over the two-year agreement. On July 20, 139 East York firemen were given a 16 per cent wage increase for 1970 retroactive to January 1 — the highest municipal union settlement in Metro this year; they will also receive a further 8 per cent increase next year. On July 23, the Police Commission approved a pay increase for most senior officers of Metropolitan Toronto Police amounting to 15 per cent. A rotating strike similar to the one staged over a five-week period last year might legally be called against Ontario Hydro any time after August 27 if the revised contract demands of its 10,000 employees, members of the Canadian Union of Public Employees, were not met.

Employment opportunities in the *administrative, professional and technical* category have not reflected the moderate seasonal upturn evident in other sectors. Registered vacancies in July were 4 per cent fewer than in June and 21 per cent fewer than in July of last year. The current surplus of civil, mechanical, chemical and electrical engineers is making it particularly difficult for immigrants without Canadian experience to secure employment. With recruitment of teachers at both the elementary and secondary levels almost complete, a qualified surplus remained. Of these, some were to receive supply teaching assignments, others indicated an intention to migrate into rural areas and still others began to seek alternative employment. A far larger surplus occurred in the manager trainee occupations, with opportunities in the area being severely limited. Although some demand has been registered for well qualified and experienced accountants, employers were implementing rigid screening procedures.

CENTRAL ONTARIO

Reduced economic activity continued to affect the areas of Brampton, Newmarket, Oakville and Oshawa

in July and August. In some segments of the business community, there appeared to be a mood of uncertainty. In several cases, normal vacation shutdowns have been accompanied by layoffs to bring inventories into line with sales; reported vacancies, particularly for female employees, were relatively few. The adverse effects of the economic slowdown together with the expiry of many labour contracts exacerbated industrial disputes. In the agricultural sector, crops were excellent in some areas and below average in others. Construction activity was down in total, with predictable effects on the demand for skilled tradesmen.

In *agriculture*, crops in the Oakville, Oshawa and Newmarket areas ranged from good to above-average and in some instances students filled vacancies normally supplied from outside these CMC areas, notably from Toronto. In Brampton on the other hand, the apple crop was significantly smaller than normal; in this particular commodity, considerable business has been lost to imports from France and Italy.

In the *mining* sector, a significant development involved tentative plans to begin construction in January 1971 of a \$10 million iron ore smelter at Oshawa. The principals were Fetio Industrial Developments Limited and Multi-Mine Limited. About 350 persons would be involved in the construction phase, while permanent operation would employ approximately 200 people.

In the *construction* industry, home-building continued to be adversely affected by tight money; One exception was the Brampton-Bramalea area, where the number of housing starts during the first half of the year was two and a half greater than during the comparable period of 1969. These figures reflected the high level of activity in Bramalea where condominium construction has been particularly strong. Plans were also going ahead for a major subdivision in Newmarket. In Oakville, a doubling of residential building permits to date this year had not been translated appreciably into actual construction activity at the time of writing as the necessary financing in many cases had yet to be arranged.

Non-residential construction activity ranged from steady in Oshawa to slow in Newmarket and poor in Oakville. As might be expected, there were no shortages of construction tradesmen; demand was light and some layoffs occurred. Plans by Eaton's of Canada Limited

to build a new department store in Bramalea should help to improve the demand for building tradesmen when construction begins.

In *manufacturing*, job vacancies were down generally and few major firms experienced a significant improvement in business. The normal vacation shutdowns were occasionally extended into layoffs. In Oakville, Canadian General Electric Limited laid off 185 employees at its lamp factory for periods ranging from two to four weeks during the summer; National Sewer Pipe Limited instituted a three-week layoff of 50 unskilled labourers to reduce inventories and P.L. Robertson Manufacturing Company placed 300 employees on indefinite layoff. In Newmarket, Skyway Luggage Limited discontinued its operations where 45 workers, many of them female, were once employed. On the other hand, Filtro Electric Company of Brampton recalled 35 employees in response to improved business and Houdaille Industries of Oshawa had by July 20 recalled 132 people laid off since last December.

A number of labour disputes took place in the manufacturing industries. In Brampton, negotiation for a 30-month contract, with 80 workers at PreCon Murray Limited, manufacturers of prestressed concrete, began on June 30 and was not settled at time of writing. At that time, the company was continuing to operate on a partial basis. In Oakville, negotiations between Procor Limited and 303 employees on strike since July 10 were still at a standstill.

The most critical labour negotiations in the area at this time involved the United Auto Workers, whose contracts with the major motor vehicle manufacturers were due to expire on September 14 in both Canada and the United States. Bargaining on a continental basis for the first time began in mid-July. In all, just under 47,000 Canadian workers were involved, most of whom were located in Oshawa, Oakville and Brampton. Some of the U.A.W. demands included an estimated increase of 8 per cent per year in wage and fringe benefits, an immediate 26¢ per hour increase in order to compensate for recent inflationary increases and retirement on a minimum pension of \$500 a month after 30 years service regardless of age.

Canadian auto assemblers currently find themselves in a reasonably good position relative to their American counterparts. Although sales of North American model cars and trucks in this country in the first seven months of 1970 were down by over one-fifth compared to a year

earlier, production has been running slightly ahead of last year. Thus, while Canadian markets for domestic models have weakened, it has been possible to ship the additional production to the United States because of the Canada-U.S. Auto Pact. The smaller North American models have maintained or increased their sales positions in many cases. Output of Gremlins by American Motors (Canada) Limited, in Brampton, while steady, reportedly has not been able to keep up with orders received. Recent surveys of consumer buying intentions pointed to improvement in sales of passenger cars, and particularly of the standard models which have suffered most from the economic slowdown and from the inroads made by small and imported models. Prospects for intermediate and compact cars were not as bright as they have been, but those for small cars appeared excellent.

Still in the manufacturing sector, a number of labour contract settlements took place during the summer. Affiliated Medical Products Limited of Ajax reached a settlement after an 81-day strike by its 80 employees for a one-year contract which provided increases ranging from 9.1 to 16.3 per cent for male and female workers. In Oakville, Union Carbide Canada Limited, Linde Gases Division, granted 53 male employees, members of the Oil, Chemical and Atomic Workers Union, a 53 per cent pay increase over one year.

In the *community, business and personal service* sector vacancies existed for experienced waitresses, cooks, housekeepers, guards and porters but many remained unfilled because of adverse working conditions; in some cases, students helped to fill these positions during the summer months. Some vacancies for sales clerks remained unfilled until school opening permitted married women to return to work. A number of labour negotiations, disputes and settlements occurred in the service industry. In Oshawa, 225 municipal workers ratified a contract which provided an 18 per cent wage increase over 21 months. Public health nurses in Peel County approved a new contract retroactive to January 1. Rotating postal strikes disrupted service throughout the area over the summer. As of late August, Oshawa's contract with 120 members of the Police Association remained with an arbitration board.

At mid-summer, Oshawa experienced some increased demand for *professional, technical and managerial* personnel. This involved such occupations as hospital personnel and electronic instrumentation spe-

cialists. In Oakville, on the other hand, mid-summer saw 145 clients registered in these occupations but with limited orders for their skills.

GEORGIAN BAY

A seasonal upturn in employment was evident throughout the region for the months of July and August. The agricultural and tourism sectors provided the largest attraction for available manpower resources. However, crops were expected to be smaller this year and thus employment during the harvest should not reach last year's levels. Hirings in manufacturing were low as many plants shut down or slowed production for the summer vacation period. By mid-August, both industrial production and employment had returned to normal levels. The construction industry failed to achieve the uniformly high level of activity experienced last summer and as a result the demand for skilled construction labour varied greatly from one locality to another.

The *manufacturing* sector achieved relative stability after the annual summer holiday period in mid-August. Some layoffs and shorter work weeks were in force during the month. In the wood working industry, RCA Limited in Owen Sound, manufacturers of wooden television cabinets, extended the holiday closing by one week due to an industrial dispute at their Prescott plant which installs the electrical components. In Southampton, Fitton-Parker Furniture Limited laid off 60 persons for one week for the installation of new machinery. In contrast, Canadian Pittsburgh Industries Limited of Owen Sound, manufacturers of sheet glass, hired approximately 50 workers during the month of July to accommodate a production increase necessitated by the closing of their Montreal plant.

In electrical products manufacturing, employment remained relatively constant throughout the summer after an unstable spring. One exception was a three-week industrial dispute in July by 105 spot welders, assemblers and general labourers against Hill Refrigeration of Canada in Barrie; the settlement called for a 20 per cent increase over two years. In Midland, RCA Victor Company Limited, manufacturers of colour television tubes and Motorola Limited, manufacturers of radios, continued to hire female factory assemblers but demand could not be fully met because of a local female labour shortage. T.R.W. Electronic Components Limited

of Collingwood initiated a twelve-month training period on new product lines for an anticipated 180 employees.

The beginning of a new model year for motor vehicle production resulted in increased activity in automotive component manufacturing in the Georgian Bay region. Employment stabilized and increased hirings were evident in late August once the 1971 model tooling was completed.

In metal fabricating, there was a strong demand for skilled tradesmen. Boyles Industries Limited of Orillia, manufacturers of diamond drill bits, required 20 qualified machinists to meet expanded operations; half of this demand was met by hiring qualified mobile machinists from the Metropolitan Toronto labour market. Experienced welders were in shortage in the Orillia CMC area, a development probably attributable to a low local wage scale and stiff competition from the Collingwood shipyards.

In *transportation* equipment, employment was stable over the two summer months. Collingwood Shipyards Limited had 725 men working on a 640-foot bulk freighter to be launched in late August. The building of a 200-foot oil barge was scheduled to begin on August 10, 1970. Employment in the smaller boat building industries was very depressed; Grew Limited of Penetanguishene, manufacturers of fibreglass boats, was forced to lay off approximately 30 workers representing about half of their staff.

The *construction* industry continued to be adversely affected by high interest rates and tight money despite a seasonal rise in activity. Residential construction showed the largest decreases. Figures released by Central Mortgage and Housing Corporation for dwellings under construction at the end of June 1970 showed a decrease of over 50 per cent from the comparable period in 1969 for the Barrie, Orillia and Owen Sound areas. Non-residential construction was mainly restricted to the institutional and public works sectors. The building slump throughout the region resulted in a surplus of construction labourers and some unemployed skilled tradesmen such as bricklayers and carpenters.

In Gravenhurst, construction of a large new Canadian Tire Corporation associate store was initiated and a late autumn occupancy is anticipated. In Barrie, industrial construction helped to overcome the effects of falling residential building as work began on the new

Formosa Spring Brewery with completion scheduled in eighteen months time. A sizeable addition to Mansfield-Denman General Limited was in progress and work commenced on their new office building. The new "K Mart" Plaza was nearing completion with occupancy expected in late fall or early winter. In the Walkerton CMC area, work at the site of the Douglas Point Nuclear Power Plant progressed steadily during July with increased activity being expected in late August and September.

Future industrial developments was foreseen in Orillia as the town has purchased 70 acres of land for use as an industrial park; some projects were expected to materialize on this site in 1971. In the Owen Sound area, a freeze was put on all development in certain Bruce County municipalities bordering Lake Huron and Georgian Bay: an Ontario Water Resources Commission report dealing with pollution in the area said that sewage treatment facilities must be provided prior to further developments. The Sauble Beach area and the town of Tobermory were affected by this report. The tourist industry is the largest source of revenue for Bruce County and it was hoped that the resort business would not be adversely affected.

Employment in the *business and services* sector reached its seasonal peak during July and August. The influx of tourists and travellers into the Georgian Bay area was particularly good this year and the economy, retail sales in particular, benefitted. In the Orillia area, rapid staff turnover at various resorts was adequately met by local high school students. The demand for students in resort services was disappointing and was met largely by young transient workers. The perennially unsatisfied demand for "live-in" housekeepers and babysitters was partially alleviated by the female student labour force. The communications sector of the economy was hindered by rotating postal strikes during the summer.

2 — NORTHERN ONTARIO

The general slowdown in activity was evident throughout Northern Ontario in July and August. Figures indicated that the number of clients registered with CMC's were running at nearly twice the number for comparable periods last year. The outlook for the next three to six months was far from encouraging. Even if North American business should experience an upturn towards the end of 1970, it was unlikely to

affect noticeably conditions prevailing in Northern Ontario. The normal seasonal peak periods had adversely passed for construction, tourism and lumbering. The pulp and paper industry, which is heavily export-oriented, was seriously and adversely affected by the recent unpegging of the Canadian dollar. Of the major Northern Ontario industries, mining remained as the only sector likely to retain its buoyancy over the next few months, particularly as the Federal Government recently announced that the Emergency Gold Mining Assistance Act would be continued for at least two and a half years and possibly five years. It was hoped that this breathing spell would allow time for viable alternative employment to be introduced in the Timmins and Kirkland Lake areas.

In the mining industry, International Nickel Company of Canada continued to hire new personnel and was attempting to recruit 300 workers from the Atlantic Provinces. The future of the uranium operation of Denison Mines Limited in Elliot Lake remained uncertain as the Federal Government had yet to announce any specific program to keep the mine and its 1,000 employees functioning.

The expected employment boom in the Kenora District, resulting from the large mineral discoveries in the Uchi and Sturgeon Lake areas failed to affect local employment conditions. The available jobs, instead of being filled locally, were being filled by labour imported from Quebec and Saskatchewan.

The forest industries faced a very uncertain second half of 1970. The lumber market was still exhibiting considerable softness. This was not surprising in light of depressed construction activity, particularly in the residential sector. With sales of furniture well below normal, the production of furniture lumber and veneer had also been severely curtailed.

Although the pulp and paper sector had fared reasonably well to date, the medium-term outlook was not good. This industry has, over the past few years, suffered from over-capacity. Just as soon as surplus capacity was absorbed by expanding markets and prices firmed, the Canadian dollar was unpegged. The Abitibi Paper Company Limited claimed that this action had already cost them as much as \$455,000 in lost earnings. Possibly even more widespread effects will be felt later on with the loss of future sales in foreign markets due to less competitive Canadian prices.

The Eastern Canadian pulp and paper industry was in the midst of negotiating new union contracts.

The terms of the settlement were likely to adhere closely to those of the agreement recently signed at the Kenora and Fort Frances plants of the Ontario-Minnesota Pulp and Paper Company Limited which included wage provisions amounting to 29 per cent over three years. The United Papermakers Union, representing some 1,200 Abitibi employees, were holding out for a settlement similar to the Ontario-Minnesota agreement. Negotiations were also under way at the Great Lakes Paper Company in Thunder Bay. Closures due to industrial disputes and layoffs due to lost markets were thus a distinct possibility in this large and important Northern Ontario industry.

All areas reported that *construction* activity was below previous years. Only Sudbury, New Liskeard and Sault Ste. Marie were experiencing a relatively buoyant construction market and in all three cases commercial and industrial building comprised a major portion of the effort. At Sault Ste. Marie, construction was underway on the new 160-inch strip mill of Algoma Steel Company Limited. When operational, this highly automated mill will double Algoma's strip capacity, but will add only 150 new jobs. Although the hydro project at New Liskeard was employing 870 men, this figure was expected to drop to 200 by the Fall. Most of the workers concerned were not permanent residents of the area. Thus, while local business would be affected, local unemployment would not increase appreciably.

Although business in most other sectors was slow relative to last year, Thunder Bay reported that grain and iron ore shipments by lake freighter were much higher than for the similar period last year. For the January-July period, 197 million bushels of grain have been shipped compared with 103 million for the same period last year. Pelletized iron ore shipments out of Thunder Bay North have amounted to 2,800,000 tons in the January-July period; comparatively speaking, this represented an appreciable increase over the same period last year owing to higher demand for iron by Algoma Steel, currently producing at record levels.

Retail and wholesale *trade* remained sluggish in all areas. Particularly hard hit were sales of automobiles and consumer durables. Only foodstuffs seemed to be holding up strongly. Conditions were further aggravated by the fact that what promised to be an average tourist season turned into a very mediocre one largely owing to the unfavourable publicity associated with mercury pollution in some areas.

3 — EASTERN ONTARIO

While several economic indicators such as employment indexes, Canada Manpower Centre operational statistics and building permits indicated that there was considerable excess capacity in the economy of Eastern Ontario, there were some encouraging signs that the current downtrend might be nearing an end. During July and August, several large firms announced their intentions to build new plants in the area. However, recovery will not necessarily proceed evenly over the various industries and excess capacity will not be eliminated for some time.

Agricultural workers have experienced reduced employment opportunities this year despite stable product markets and good yields of most agricultural output. In July and August, the demand for farm hands was limited and a moderate wage scale remained in effect. The restructuring of agricultural activity in the district continued as Kraft Foods Limited purchased several Eastern Ontario cheese factories along with their milk quotas. Production was being centralized at a new plant in Ingleside with the consequent elimination of dispersed rural employment opportunities. A 40 per cent reduction in planned tobacco acreage will result mainly in reduced demand for seasonal transient workers. The plight of semi-skilled agricultural workers and marginal farm operators was aggravated by reduced alternative employment opportunities, notably in construction, in most rural areas. Continuing demand for swine herdsman and livestock farm hands was noted in some areas.

In *manufacturing*, the textile industry continued to suffer the effects of strong import competition resulting in sales declines and downward pressure on selling prices. Dupont of Canada Limited in Kingston announced a layoff of 75 employees in August following a layoff of 61 in July. Poor sales of nylon yarn were responsible for the cutbacks. Dupont also revealed that no students had been hired for summer work this year because of the generally depressed state of the industry. Partially counteracting this downward trend, Union Carbide Limited, Arnprior, manufacturers of synthetic fibres, and Fingerhut International Limited, Cornwall, a garment-making firm, recalled a number of employees previously laid off due to declining sales. The increased activity was at least partly owing to the normal seasonal rise in textile and garment sales during the autumn months.

A generally upward trend was evident in the electronics industry. Except for some light cutbacks in assembly personnel at Microsystems International Limited, Ottawa, and continuing depressed sales faced by appliance manufacturers, production and employment showed increases especially in the communications equipment sector. Northern Electric Company Limited in Kingston Township began construction of a \$20 million wire and cable plant to be completed by the end of 1972. The finished plant will employ approximately 800 workers mainly in processing and bench work occupations. Growth in this sector has been apparent for some time as evidenced by the increase of 400 employees at Automatic Electric Limited, Brockville, in the first quarter of 1970. The Canadian Electrical Manufacturers Association expected a growth in sales of communications equipment at least until late 1971. Consequently, resources within the electrical industry were being shifted away from the production of appliances as more emphasis was placed on communications equipment.

The iron and steel industry also showed evidence of growth in the months under review. In July, La Société Ivaro Industries Limited announced that construction was to begin this Fall on a \$4 million rod and bar mill in the Hawkesbury area. Initially the plant would employ 200 workers with a growth potential of 1,000 by 1980. Granges Nyby Limited, Brockville, manufacturers of stainless steel pipe, announced a planned expansion of facilities with approximately 40 new jobs to be created.

Other developments in manufacturing included the proposed construction of a \$49 million cement plant in the Kingston area by Canada Cement Lafarge Limited. The project would take about two years to complete and would permanently employ about 150 workers. Actual construction was expected to begin in 1971. A good supply of the required raw materials as well as access to markets via excellent deep water ports give Eastern Ontario a decided advantage in the non-metallic mineral field.

A surplus of skilled *construction* tradesmen existed in Eastern Ontario principally as a result of a slight decline in residential construction. Statistics released by Central Mortgage and Housing Corporation for the first half of 1970 showed total housing starts for Kingston, Ottawa-Hull and Peterborough to be down to 3,738 from 3,823 in the comparable period of 1969. The decrease occurred mainly in the second quarter.

In response to the decrease in housing starts across the country, CMHC initiated a number of programs: one of these was a \$200 million Special Low Cost Housing Program designed to encourage innovations in housing techniques; in addition, \$100 million in loan funds was provided for low income, rent-assisted housing. The Cornwall area received loans totalling \$1.7 million — \$922,000 to assist in the construction of a 105-unit old people's home and the remainder to finance a 60-unit low-rental project.

The first stages of a 20-year \$100 million expansion by the University of Ottawa were completed. Construction was to begin in July 1971 on a central library valued at \$9.7 million and tenders were out for a \$5.6 million physical education building. Tenders would be called next summer on buildings for the faculties of Law and Education and a central power plant. The value of these buildings would be in excess of \$15 million.

In the *transportation* sector the general downturn in the economy resulted in layoffs of truck drivers, although there was some seasonal increase in demand when the spring thaw half-load restrictions were removed in late June. The downturn increased competition among all types of transportation systems, especially in truck transport. Here, competition led to rate cutting and discounting by the various trucking companies in an effort to obtain more business. The outlook according to the Automotive Transport Association of Ontario was for continuing sharp competition and a lower ton-mile level for 1970 as a whole. Only by mid-1971 were improved ton-mile levels expected. Continued scattered layoffs of truck drivers and other transport occupations such as shipping and receiving clerks were expected until that time.

In the *service* industry, recent income restraints appeared to have had a direct effect upon the vacation sector in Eastern Ontario. Tourists seemed to have shifted expenditures from resorts, hotels and even motels to camping facilities and though the tourist season has been active, less money is being spent. Communities in the St. Lawrence Valley however reported the best year in a decade, in contrast with that experienced by merchants and service industries in Ottawa. Strong interest in development of the Rideau-Trent-Severn 450-mile corridor from Ottawa to Georgian Bay has been occupying government and university agencies: well-planned and controlled development can do nothing but benefit the whole area. Demand for short-order

cooks and waitresses continued throughout the season. Elsewhere in the service sector, shortages existed for such medical personnel as physicians and occupational therapists. Bilingual secretaries, salesmen, cosmetologists, licensed mechanics and shop tailors were also in demand.

4 — NIAGARA—HAMILTON— MID-WESTERN ONTARIO

NIAGARA—HAMILTON

Reduced levels of production and employment activity continued to characterize the Niagara economic region during July and August. Government monetary policies, primarily through the effect on sales levels, contributed towards prolonged inactivity in several major manufacturing industries. The demand for manpower was further reduced by seasonal plant vacation closures. In the non-manufacturing sector, mortgage and interest rates continued to restrict construction and real estate labour requirements, to which was added the summer inactivity in the trade sector. While the agricultural and tourist industries each displayed some seasonal strength, they were nevertheless unable to offset fully the weaknesses in other sectors.

In the Niagara fruit belt area, the harvesting of berry crops and peaches provided summer employment for unskilled workers consistent with previous years' levels. On the other hand, the need for workers for this year's tobacco harvest in the Brantford area fell short of last year's levels due to reductions in tobacco acreage. Manpower surpluses were still apparent since this year's relatively high unemployment has led many job seekers to look for agricultural jobs. Employment levels in the region's other primary industries, fishing and quarrying, remained fairly static throughout the period under review. Replacement labour demand formed the bulk of these sectors' requirements.

Food processors in the Niagara Peninsula displayed strong seasonal increases in labour needs. For example, Bick's Pickles (Canada) Limited, of Welland, recruited 150 unskilled females for cucumber processing during July, while a further 350 females found work with other St. Catharines and Welland canneries as part of the tomato and peach processing season. In contrast, Hamilton area firms, such as Stafford Foods Limited and E.D. Smith and Sons Limited, indicated only a restricted degree of recalls and new hirings. Hamilton's

urban expansion also appears to have reduced local fruit acreage, decreasing in turn the amount of raw fruit available for local processing; inexpensive imports pose a continuing threat to local peach processors.

Despite reduced automobile sales this year, Firestone Tire and Rubber Company of Canada has avoided layoffs by reallocating significant quantities of capital and manpower to the production of non-automotive tires. While the long-run effects of increased competition from the Michelin Tire Corporation cannot yet be assessed, Firestone has begun production for the 1971 models and employment levels in the short run will be likely to reflect this.

During July, Montex Apparel Limited, manufacturers of men's underwear, went into receivership, with varying ramifications on its Niagara Peninsula subsidiaries. The firm's Welland plant closed on July 17, bringing about the release of approximately 130 employees, most of whom were female sewing machine operators. Natlie Knitting Mills, the firm's Hamilton subsidiary, also closed at that time, but has been replaced by Tiny Tots (Hamilton) Limited, a maker of children's wear, which plans to employ as many of the ex-Natie employees as it can.

While it is not clear what effects the Federal Government's recently announced textile policy will have on local textile firms, the ability of local firms to render their operations more efficient will undoubtedly be a determining factor in their future survival.

Weakening residential construction activity continued to exert a depressing influence on local wood products manufacturers. A large number of firms mainly involved in the construction of houses have tended to concentrate on repair work this year and have reduced staff accordingly. Local structural steel firms continued to experience strong production levels during July and August, and shortages of skilled tradesmen resulted.

While third quarter markets for primary metals remained strong, there were some signs that the fourth quarter might show less buoyancy. Hamilton's two largest steel producers, the Steel Company of Canada Limited (Stelco) and Dominion Foundries and Steel Company Limited (Dofasco) maintained high production levels, a continuation of conditions apparent throughout the year. Elsewhere in the Niagara Peninsula, many

other major firms' production levels also remained steady. Despite the current activity in the primary metals sector however, some signs of weakness have begun to occur. Following the loss of two contracts to foreign firms, Slater Steel Industries Limited of Hamilton were forced to lay off 50 production workers who have largely been reabsorbed by the local economy. Other firms also forecast possible similar layoffs unless further orders were forthcoming, a development which may presage a fourth quarter in which weaker domestic steel demand, stemming from poor automobile, appliance and construction materials sales, may combine with a softening of export markets to reduce production and employment levels among local firms in this industry.

The Niagara Peninsula's diverse metal fabricating industry maintained moderate levels of overall activity. Many firms in this field closed for staff vacations and manpower requirements decreased accordingly. Several areas of strength were apparent. B.L.H. — Bertram Limited, of Dundas, countered its past practice of a summer vacation closure by remaining in full production during July and August and hiring additional welders and fitters as a result of sizeable new contracts. Similarly, Lundy Steel Products Limited, of Dunnville, continued to produce fencing at capacity levels. Canadian Cannery Limited, of Burlington, encountered their normal seasonal demand for tin cans in response to expected levels of southern Ontario canning activity in August and September. Since the cans cannot be stored without rusting, the firm has built up production and employment levels in recent months and during July hired additional personnel to be trained on its stamping and forming machines.

Depressed western wheat sales continued to affect farmers' spending levels and kept production of agricultural equipment to a minimum. Brantford's Massey-Ferguson Industries Limited combine plant closed for vacation and inventory purposes on July 17. This shutdown will continue until September 14, when 200 men will be recalled for the manufacture of manure spreaders — an order transferred to Brantford from one of the firm's U.S. plants. Production of combines, however, would not resume until December 1, at which time a further 400 workers would be recalled to bring staff up to the 600 required for one shift. Similarly, Massey-Ferguson's Foundry and Verity plants would not resume production until September 1, while Brantford's White Farm Equipment Limited planned to recall only 60 of the firm's production employees in

September, keeping the rest on layoff until January 1, 1971. Activity at Hamilton's International Harvester Company of Canada Limited plant paralleled the Brantford situation. While the firm has acquired a large backlog of orders, it was unwilling to take action on these until certain that its customers (largely western farmers) were capable of paying for the machines. As a result, the firm failed to recall any of the 685 production workers laid off in May but awaited an improvement in wheat sales before resuming production.

A three-month period of inactivity at Hamilton's National Steel Car Corporation Limited was terminated during July following the firm's receipt of \$40 million in railway rolling stock orders. During this period, the firm had reduced its staff from 1,000 to 350, but the new orders will lead it to increase employment to 1,100 by October, 1970. While the firm expected to recall about 350 employees, it had embarked upon recruiting and training-in-industry program to gather the additional 750 welders, spray painters and press operators required for this autumn's production increase. In Niagara Falls, Unit Rig and Equipment Company began to produce heavy duty trucks on July 10. The firm hired 40 production workers from the area, but continued to encounter a shortage of heavy equipment and diesel mechanics. The seasonal increase in automotive activity has not caused General Motors of Canada Limited, St. Catharines, to recall any of the 300 production workers laid off since January, 1970. While the firm's production levels remained low during July and August, the situation was further complicated by the possibility of an industrial dispute in September with the plant's United Auto Workers local. In contrast, the St. Catharines Hayes-Dana Limited forge plant reacted to an increase in demand for 1971 model automobile frames by calling back 200 of the 250 workers laid off earlier.

In response to a seasonal increase for automotive wiring assemblies, Lanark Manufacturing Company, of Dunnville, hired over 200 female assembly workers in July and August and expect to maintain high employment and production levels for the next three months. Canadian Westinghouse Limited plants, however, showed conflicting developments reflecting the diversity of the firm's product mix. An industrial dispute at the firm's Brantford plant led to some loss of orders to competitors, which in turn resulted in a layoff of 41 production workers and a reduction in hours worked by some of the remaining personnel. In addition, the firm cancelled a training-in-industry program for 250

workers. On the other hand, the firm's Hamilton Appliance Division engaged in slight additions to staff following its July vacation shutdown on the strength of expected pre-Christmas production levels. Continuing shortages of machinists characterized the firm's transformer and generator plant in Hamilton and further recruitment in Europe may result from this.

This year's relatively weak construction levels began to have production and employment effects in the non-metallic mineral products industry. Many Hamilton area brick and cement firms encountered significant inventory buildups as sales decreased, and layoffs resulted.

In the Niagara Peninsula area, construction activity remained relatively slow, reflecting the high interest and mortgage rate levels which have affected the industry throughout the year. Large non-residential projects remained as the nucleus of Hamilton area activity as work continued on such jobs as the McMaster University Health Sciences Centre and Burlington's Canada Centre for Inland Waters as well as plant expansions at Stelco and Dofasco. Extreme weakness prevailed in the residential construction sector however; the number of dwelling starts in Hamilton in the first half of 1970 was only 47 per cent of last year's levels. In the balance of the Niagara region, non-residential projects included a \$31 million traffic tunnel under the Welland Canal and a \$6 million renovation project at Brantford's Ontario School for the Blind. Residential construction, while relatively weak, displayed more strength than in Hamilton, with the result that moderate demands for tradesmen were maintained throughout the summer.

In the transportation sector, the dispute with the Teamsters union in early July led to a reduction in the operations of Niagara region trucking firms, as shipments to and from the U.S. came to a halt. Temporary layoffs of drivers resulted.

During July and August, a seasonal decrease occurred throughout most of the trade sector with the exception of clothing stores. Sales of consumer durables showed the effects of high interest rates and remained low. In some municipalities, particularly Brantford and Fort Erie, prolonged layoffs at major local employers reduced income and spending levels considerably, with noticeable effects on retail sales. Several isolated events stood out in sharp contrast to the general trends apparent in the trade sector. For example, the August 5 opening of a new shopping mall in Hamilton created

about 350 new sales and warehouse jobs, 80 per cent of them employing females. In addition, some stores in the region engaged in early pre-Christmas hiring programs for part-time staff. In spite of the latter developments however, the overall trade picture was a relatively quiet one.

Interest and mortgages rates, combined in some areas with large layoffs, continued to depress housing sales in the Niagara Peninsula. Agents' commissions prospects remained poor and salesmen refrained from re-entering the field. Many firms pared staffs by postponing new hirings, while one or two firms moved to close out their Hamilton branches entirely.

In the service sector, the occupational composition of demand remained unchanged from previous months. The Niagara Peninsula's tourist industry showed strong seasonal increases in activity, particularly in Niagara Falls, and orders for cooks, waitresses and kitchen helpers were forthcoming. Educational services hired clerical and maintenance staff in preparation for the upcoming new school year, while construction and real estate inactivity produced depressing effects among local architects and lawyers, whose demand for support staff remained weak.

Towards the end of August, demand for student workers declined from earlier levels as employers sought permanent help, thus bringing to a close a summer student employment season in which many large employers reduced student hirings in view of their own employment and production uncertainties.

MID-WESTERN ONTARIO

The July-August period was characterized by a normal seasonal slowdown in the manufacturing sector as plants reduced activity over the vacation period. The slowdown, which heightened during the latter part of July and early August, occurred against a background of reduced production, particularly in the consumer goods industries. In the capital goods industries on the other hand, apart from the interruption of vacation layoffs, production generally continued at fairly high levels. In agriculture and food processing, employment increased. The personal service industries also experienced an expansion in employment as the tourist season progressed. The only deviation from the normal seasonal pattern occurred in construction where

the effects of reduced employment were further emphasized by the impact of industrial disputes which held up work on a number of projects. Overall, the effects of the slackening of economic activity resulted in an appreciable worsening in summer student employment compared with last year.

There was little increase in the level of employment in agriculture. The predominance of livestock farming tends to eliminate significant seasonal fluctuations and the fact that much crop harvesting activity is increasingly done by machine further reduces summer rises in employment.

In the food and beverage industries, companies added to their staffs to meet one of the seasonally busy times in their production schedules. Most of the increase in hirings involved students. In a longer-run context, J. M. Schneider Limited of Kitchener, a major meat-packing company, is drafting plans for a \$1.5 million shipping and warehousing operation. However, it is not thought likely that this project will significantly increase the firm's demand for labour.

In the manufacturing industries, many of the vacation layoffs were of somewhat longer duration this year on account of the general economic conditions. However, by mid-August employment activity was beginning to pick up again.

In the rubber industry around Kitchener, tire manufacturing is among the more important operations and employment activity continued at good levels in anticipation of 1971 model production. In addition, the General Products Division of Uniroyal Limited recalled about 100 workers to their crash pad department which had been experiencing greatly reduced production in previous months.

While there are no assembly plants located in this economic region, automotive components constitute an important industry in terms of employment and dominate the transportation equipment sector. The industry is concentrated in the Golden Triangle (Galt, Guelph and Kitchener) but is also of growing significance in Stratford where Canadian Fabricated Products Limited, a producer of soft trim for car interiors, has become an important employer. In line with a more favourable forecast for car sales, many local components manufacturers anticipated improved conditions although fear of a labour dispute appeared to be affecting the level of hirings in some instances.

The Budd Automotive Company of Canada Limited in Kitchener was in the process of hiring an additional 100 workers during August (mainly welders and press operators) as their \$40 million plant expansion continued. This expansion will enable the firm to triple its output of auto frames and it is expected that the work force will grow to about 1,400 during 1971. Many other smaller companies in the industry were undergoing moderate expansions in employment.

The electrical products industry was experiencing some improvement in production compared to earlier months. Appliance production, which was seriously affected by the general slowdown, improved with recalls of most of the workers who had previously been laid off. However, while the situation has ameliorated, manufacturers were cautious as to how things would go in the months ahead. Firms in the home entertainments field and industrial and defence equipment continued to fare better. With a further expansion of operations in colour television, Electrohome Limited was engaged in the recruitment and training of about 100 additional assemblers. In Guelph, the Canadian General Electric Company Limited was busy with orders for transformers while in Waterloo, Marsland Engineering Limited, which secured a new ordinance contract, recalled 150 workers laid off in February and March. In other instances, however, smaller electronics components companies were expressing concern over the growth of imports and production cutbacks have occurred in some cases. The industry's only major labour dispute continued at Galt at the Franklin Manufacturing Company (Canada) Limited where nearly 400 plant workers have been out since April. Wages were the main issue in the dispute.

Elsewhere in machinery manufacturing, conditions appeared buoyant, as was also the case with metal fabricating. At Goderich, the Dominion Road Machinery Company Limited continued to operate at high levels of production with a large contract for road graders received from Turkey. At Galt, Babcock and Wilcox of Canada Limited have begun construction of a plant expansion valued at \$500,000. The completion date is set for the year-end and it is thought that the expansion may provide work for an additional 100 men.

In other branches of manufacturing, conditions varied. In the furniture and fixtures industry which is concentrated around Kitchener and Stratford, companies manufacturing institutional and office furniture were able to maintain moderately high production levels, while those involved in the production of home furniture

were badly hit. In Kitchener, Electrohome's Furniture Division laid off 137 workers in July, mainly machine operators and general labourers. The layoff was the result of inventory buildups in the face of declining sales and it might last several months. The shoe industry was experiencing difficult conditions for similar reasons. In Kitchener, Greb Industries Limited laid off for an indefinite period a total of 50 workers, mainly females, in June. Luggage manufacturers also were experiencing fluctuations in production as a result of declining sales.

On the brighter side, employment in the textile industry remained stabilized at moderately high levels. Experienced weavers and machine fixers remained in short supply and some firms were conducting recruitment programs in western Europe. In clothing manufacturing, shirt companies in Kitchener were continuing to be busy with the growing market for men's coloured shirts and were constantly seeking power sewing-machine operators.

Unseasonably low activity persisted in the construction industry, particularly in the residential segment where tight money has greatly reduced demand. However, activity in institutional and industrial projects also declined during July with a work stoppage by 500 labourers and 300 carpetners which effectively halted more than \$70 million worth of construction. This was followed by a dispute with 500 plumbers and pipefitters in August. The slowdown in the construction industry this year also has brought a slackening in employment among firms engaged in the production of building supplies such as concrete and lime.

In the transportation industries, conditions reflected in part the normal seasonal slowdown in manufacturing. However, the slackening in construction further reduced the demand for truck drivers. In Goderich, the only location in the region with a shipping port, the summer season marks the busy time in harbour activity. However, this has been decreasing in significance over recent years, despite the fact that Goderich is the only Seaway harbour on the Canadian side of Lake Huron, and employment activity has dwindled. Thus, although the Sifto Salt Mine continues to increase its shipping by lake freighter, there is a marked decline in boats unloading grain from the Lakehead.

In finance, insurance and real estate, both banks and finance companies were a significant source of hiring activity as they are continuously recruiting

trainees. In Kitchener, a slight growth in demand developed for experienced tellers due to the opening of new branches of banks and trust companies. The hiring activity among insurance companies located mainly in Waterloo was moderate and mainly for replacement needs in clerical occupations. Employment conditions in real estate remained poor.

In the retail trade sector, sales continued to be sluggish, particularly for larger items such as furniture and appliances; some stores were reducing hours of work for female clerks. Nevertheless, the growth and development of large-scale retail outlets continued with construction of new shopping centres under way in Kitchener, Guelph and Galt to house operations such as Zeller's Limited, F. W. Woolworth Company Limited and Dominion Stores Limited. In some instances the applications to fill posts as sales clerks exceeded the number of openings by four or five times.

In the service sector, while there was some hiring activity in education, health and welfare, most of it was restricted to clerical and stenographic occupations and mainly reflected turnover and replacement requirements. In the personal services sector, there was a continuing demand for nursemaids, housemaids, cooks and waitresses. In the case of the latter two occupations, demand increased as a result of the seasonal growth in tourism at Stratford. However, low wages and irregular hours resulted in high turnover.

In the summer student market, the current economic slowdown has had a depressing effect. This applies both to students seeking vacation work as well as those who are now entering the labour market on a permanent basis. In particular, recent university graduates with a general arts background are experiencing considerable difficulties in securing employment.

5 — SOUTHWESTERN ONTARIO

The employment slowdown which has characterized the district's economy for most of the year continued through the period. The slowdown is due in part to a low level of manufacturing production as well as to a lag in construction activity. Employment increases in the trade and service industries in the district were minimal. Unemployment was aggravated by the seasonal increase in the size of the labour force due largely to the influx of students and temporary

farm labour, but should moderate during the rest of the year as these seasonal groups again withdraw from the labour force and the expected upturn in manufacturing comes about.

The harvesting and processing of fruits and vegetables resulted in a temporary seasonal increase in *agricultural* employment during July and August. This employment would likely be sustained through the harvesting and processing of a bumper tomato crop extending into October. Labour demands for these activities were typically met by available students and by the temporary entry of females. Gaps in local suppliers were filled through the Seasonal Agricultural Worker Program of the Department of Manpower and Immigration. On the other hand, reduced labour demands for the harvesting of tobacco crops rendered available supplies of manpower which should be more than adequate. A surplus of migrant tobacco workers existed throughout the district; however, because of extensive advertising in other parts of the country regarding the reduced labour requirements of the industry, the surplus was not as great as at first anticipated.

Employment in the food industry in the London area was adversely affected, firstly by a fire which destroyed the Hollandia Bakeries Limited plant at Mount Brydges, and secondly by the decision of the Kellogg Company of Canada Limited to move its head office to Toronto. Of the 115 employees left jobless by the Hollandia fire, some 60 obtained seasonal employment in food processing plants and tobacco fields while a few took other available bakery positions. The decision by Kelloggs would affect about 100 administrative employees in the company's finance, data processing, purchasing and traffic departments. Some administrative personnel would remain in London to handle production and shipping operations. The Kelloggs move, scheduled to take place in January 1972, was expected to improve administrative efficiency by merging the head office staffs of Kelloggs and the recently purchased Canadian Salada Foods Limited subsidiary.

Though model changeovers in the automotive industry and plant shutdowns for vacation purposes temporarily intensified the generally low level of employment activity in the *manufacturing* sector, the subsequent start of new car production resulted in somewhat higher employment levels. The increased activity in auto production was likewise resulting in improved employment in metal fabricating and auto

parts plants, reversing the pattern of layoffs evident earlier in the year. Continued improvement in this sector was dependent on the success of contract negotiations under way between the United Auto Workers Union and the three main auto producers.

Other areas of manufacturing continued to experience low employment levels. In particular, because of a reduction in business capital expenditures and a low level of residential construction, machinery manufacturers and plants producing household appliances laid off some workers. A related weakness in telephone sales resulted in a temporary layoff of some 17 hourly-rated workers at the Northern Electric Company Limited plant in London, while a similar temporary layoff of hourly-rated employees at the Alcan Universal Homes plant in Woodstock reduced the work force there from 165 to less than 100. Various firms engaged in the manufacture of wood products and electrical and plumbing fixtures have also continued to experience extensive layoffs and were producing at a minimum level of output.

While work had not yet begun on the Texaco of Canada Limited refinery and there was no activity at the Steel Company of Canada Limited site, construction of the Ontario Hydro Nanticoke Generating Station was maintaining a high level of construction employment in the Simcoe area. On the other hand, cancellation of a \$12 million expansion program planned by Dow Chemical of Canada Limited in Sarnia was expected to have a depressing effect on the construction industry in that area. The lag in construction activity elsewhere in the district has caused construction employment to remain at a relatively low level with semi-skilled workers and labourers in moderate surplus. The continuing trend towards industrialized construction prompted a series of short-term stoppages by tradesmen at projects under way at the University of Western Ontario in London. Construction of prefabricated buildings on campus by members of the International Association of Machinists was protested in an inter-union jurisdictional dispute by about 300 tradesmen belonging to unions affiliated with the London Building and Construction Trades Council.

The basic concept of industrialized construction involves the standardization and modular control of elements and components of a structure which would lead to mass production and prefabrication techniques; this will minimize on-site labour for assembly and take advantage of the time and cost benefits of mass

production. To the present time, the changing roles of the various building trades have been gradual though they have not come about without opposition from the various trades affected. With industrialized construction, a realignment of traditional jurisdictional boundaries of these trades will take place because many of the building components that were formerly installed on-site will be built in during fabrication at the factory and much of the traditional on-site labour input will be eliminated. If this system is generally accepted as a means of increasing efficiency and cost control, then unions, owners and the construction industry will have to look ahead and plan for retraining and realignment of training skills or roles which will become redundant.

The completion of shopping malls and retail grocery outlets at various centres in the district during recent months has provided some degree of optimism for the *trade* sector. These new developments were in themselves an indication of a long-term increase in employment in this sector despite sluggish consumer markets and employment activity. Firms which engaged in luxury goods were affected more by the situation than those dealing in essentials. For instance, such firms as car dealerships, furniture stores and jewellery stores were experiencing a decline in sales whereas grocery, general and family clothing stores were holding their own, and in many cases, experiencing an increase in sales.

Vacancies in the *service* sector tended to be almost exclusively for well-qualified and experienced persons. In the medical field, nurses registered with the College of Nursing experienced little difficulty in obtaining employment. However, registered nurses immigrating to Canada are often unable to gain employment because of a requirement by the College for them to have practical experience. Other occupations in the medical services such as nursing aides and registered nursing assistants were in light surplus with very little immediate demand. Demand for dental assistants in the district would be met by the initiation of a one-year course in this field at the Fanshawe College of Applied Arts and Technology in London beginning in January 1971. An annual class enrollment of approximately 24 students was expected to be sufficient to satisfy the excess demand. Elsewhere in the service industry, expected expansion of hotel and motel facilities would create additional employment opportunities for related occupations such as waitresses and cooks. The usual demand for such occupations as housekeepers and babysitters was being satisfied, at least in part, by students.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

June 30, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>
	<i>No.</i>		<i>No.</i>
Arnprior	640	Niagara Falls	2,578
Barrie	2,844	North Bay	1,821
Belleville	2,167	Oakville	2,430
Bracebridge	983	Orillia	1,684
Brampton	3,118	Oshawa	2,578
Brantford	2,429	Ottawa	5,565
Brockville	589	Owen Sound	1,882
Carleton Place	457	Parry Sound	296
Chatham & Wallaceburg	4,321	Pembroke	2,180
Cobourg	1,735	Perth	555
Collingwood	1,270	Peterborough	3,142
Cornwall	4,845	Pictou	417
Elliot Lake	700	Port Colborne	940
Fort Erie	852	Prescott	1,196
Fort Frances	796	Renfrew	986
Galt	2,190	St. Catharines	8,216
Gananoque	312	St. Thomas	1,542
Goderich	747	Sarnia	4,383
Guelph	1,472	Sault Ste. Marie	2,969
Hamilton	22,577	Simcoe	2,003
Hawkesbury	883	Smiths Falls	685
Kapuskasing	1,723	Stratford	782
Kenora	1,252	Sturgeon Falls	526
Kingston	3,917	Sudbury	2,521
Kirkland Lake	868	Thunder Bay	5,130
Kitchener	4,263	Tillsonburg	676
Leamington	868	Timmins	3,391
Lindsay	1,324	Toronto Metro	76,847
Listowel	451	Trenton	1,875
London	7,232	Walkerton	959
Midland	1,476	Wells	3,271
Napanee	989	Windsor	4,576
New Liskeard	1,053	Woodstock	868
Newmarket	2,710		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, June, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

July 31, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment.</i>
	<i>No.</i>		<i>No.</i>
Arnprior	600	Niagara Falls	1,806
Barrie	3,616	North Bay	2,207
Belleville	2,364	Oakville	2,065
Bracebridge	771	Orillia	1,661
Brampton	1,651	Oshawa	3,804
Brantford	3,389	Ottawa	4,711
Brockville	577	Owen Sound	1,668
Carleton Place	429	Parry Sound	272
Chatham & Wallaceburg	4,383	Pembroke	1,962
Cobourg	1,516	Perth	514
Collingwood	1,074	Peterborough	3,663
Cornwall	4,348	Picton	321
Elliot Lake	814	Port Colborne	698
Fort Erie	863	Prescott	1,244
Fort Frances	688	Renfrew	860
Galt	1,932	St. Catharines	7,313
Gananoque	260	St. Thomas	1,130
Goderich	750	Sarnia	5,768
Guelph	2,232	Sault Ste. Marie	3,005
Hamilton	22,335	Simcoe	1,339
Hawkesbury	746	Smiths Falls	558
Kapuskasing	1,721	Stratford	662
Kenora	1,121	Sturgeon Falls	829
Kingston	3,594	Sudbury	4,285
Kirkland Lake	874	Thunder Bay	6,076
Kitchener	3,569	Tillsonburg	973
Leamington	659	Timmins	3,452
Lindsay	1,210	Toronto Metro	105,303
Listowel	382	Trenton	1,785
London	8,559	Walkerton	916
Midland	1,156	Welland	3,234
Napanee	881	Windsor	6,396
New Liskeard	794	Woodstock	1,322
Newmarket	1,794		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, July, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
TORONTO AND CENTRAL ONTARIO		
Toronto Metro	P.O. Box 420, Station Q, Toronto 7	(416)363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416)363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416)255-8571
Industrial & Trades	200 Dundas Street East	(416)363-5931
North York	4985 Yonge Street, Willowdale	(416)221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416)267-8201
West	2968 Dundas Street West	(416)763-3611
York	1736 Weston Road, Weston	(416)247-8261
Barrie	32A Dunlop Street West	(705)728-2468
Bracebridge	98 Manitoba Street	(705)645-2204
Brampton	Suite 605, 24 Queen Street East	(416)451-1240
Collingwood	72 Hurontario Street	(705)445-1010
Midland	221 Dominion Avenue	(705)526-2224
Newmarket	462 Park Avenue	(416)895-5135
Oakville	130 George Street	(416)845-3891
Orillia	17 Peter Street North	(705)326-7336
Oshawa	600 King Street East	(416)728-4631
Owen Sound	330 Ninth Street East	(519)376-4280
Parry Sound	74 James Street	(705)746-9374
Walkerton	12 Jackson Street East	(519)881-2010
NORTHERN ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705)848-2231
Fort Frances	301 Scott Street	(807)274-5307
Kapuskasing	8 Queen Street	(705)335-2337
Kenora	12 Main Street South	(807)468-5551
Kirkland Lake	33 Duncan Avenue	(705)567-9205
New Liskeard	83 Whitewood Avenue	(705)647-6741
North Bay	101 Worthington Street East	(705)472-3700
Sault Ste. Marie	682 Queen Street East	(705)254-5101
Sturgeon Falls	48 William Street	(705)753-0800
Sudbury	67 Elm Street East	(705)675-2211
Thunder Bay (FW)	130 S. Syndicate Ave., Postal Station 'F' Thunder Bay	(807)622-2731
Thunder Bay (PA)	244 Lincoln Street, Postal Station 'P' Thunder Bay	(807)344-6601
Timmins	12 Elm Street North	(705)264-4366
EASTERN ONTARIO		
Arnprior	90 Madawaska Street	(613)623-3173
Belleville	324 Church Street	(613)962-8681
Brockville	35 Church Street	(613)342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613)257-3344
Cobourg	281 McGill Street	(416)372-3326
Cornwall	211 Second Street East	(613)933-4260
Gananoque	5 Charles St. S., Federal Building	(613)382-2124
Hawkesbury	290 Main Street East	(613)632-2759

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
EASTERN ONTARIO (cont'd)		
Kingston	395 Princess Street	(613)546-3641
Lindsay	34 Cambridge Street South	(705)324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613)354-3367
Ottawa	385 Slater Street	(613)235-1851
Pembroke	178 Pembroke Street East	(613)732-9994
Perth	71 Gore Street East	(613)267-1921
Peterborough	130 Hunter Street West	(705)745-0551
Picton	205 Main Street	(613)476-3227
Prescott	292 Centre Street	(613)925-2808
Renfrew	251 Raglan Street South	(613)432-4878
Smiths Falls	17 Church Street East	(613)283-4790
Trenton	72 Front Street	(613)392-6558
NIAGARA—HAMILTON—MID-WESTERN ONTARIO		
Brantford	45 Darling Street	(519)756-6101
Fort Erie	55 Jarvis Street	(416)871-3932
Galt	33 Water Street North	(519)621-7150
Goderich	35 East Street	(519)524-8342
Guelph	70 Fountain Street East	(519)822-3150
Hamilton	135 James Street South	(416)525-1951
Kitchener	29 Duke Street East	(519)579-1550
Listowel	125 Argyle Avenue North	(519)291-2920
Niagara Falls	1853 Peer Street	(416)356-1551
Port Colborne	Federal Bldg., Elm & Charlotte Street, Port Colborne, Ont.	(416)834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416)685-5436
Stratford	100 Albert Street	(519)271-4120
Welland	38 King Street	(416)735-3951
SOUTHWESTERN ONTARIO		
Chatham	10 Centre Street (P. O. Box 670)	(519)352-2800
Leamington	74 Talbot Street West	(519)326-6141
London	120 Queen's Avenue	(519)679-4444
St. Thomas	Room 215, 403 Talbot Street	(519)631-5470
Sarnia	100 South Front Street	(519)344-5293
Simcoe	122 Norfolk Street North	(519)426-5270
Tillsonburg	4 Ridout Street East	(519)842-5907
Wallaceburg	601 Wellington Street	(519)627-3348
Windsor	467 University Avenue West	(519)256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519)537-2385
<hr/>		
MANPOWER CONSULTATIVE SERVICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416)369-3761
		(416)369-3755
ONTARIO REGIONAL OFFICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416)369-3745

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
Toronto District Office	480 University Avenue, Toronto 2	(416)369–3581
Orillia	21/25 Peter Street North	(705)326–9421
Oshawa	Room 207–8, Federal Building, 47 Simcoe Street South	(416)725–8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677–4212 (676)2830–2831
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)274–1475
Fort Frances	International Bridge, Church Street	(807)274–3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622–0669
Pigeon River	Pigeon	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852–3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South P.O. Box 663	(705)673–2214
Timmins	120 Cedar Street South	(705)264–3104
Ottawa District Office	187 Bay Street, Ottawa 4, Ontario	(613)232–8211 Local 2–5377
Belleville	P.O. Box 253, 3 Station Street	(613)968–6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932–2201
Kingston	P.O. Box 726, New Federal Building	(613)548–8513
Landsowne	Thousand Islands Bridge	(613)659–2313
Prescott	P.O. Box 370, Federal Building	(613)925–2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528–4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station “B”	(416)871–6960
Guelph	Federal Building, 75 Farquhar Street	(519)822–0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744–4161
Niagara Falls	500 Queen Street	(416)354–2741
London District Office	120 Queens Avenue	(519)679–4113
Sarnia	P.O. Box 184, Federal Building	(519)337–5419
Windsor	441 University Avenue, West P.O. Box 219	(519)254–1101
Woodstock	P.O. Box 294, Federal Building	(519)537–5662

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DEPARTMENT OF MANPOWER AND IMMIGRATION

Hon. Allan J. MacEachen
Minister



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CANADA



MANPOWER REVIEW Ontario Region

SEPTEMBER - OCTOBER 1970

Government of Canada
Department of Manpower and Immigration

VOLUME 3 NUMBER 5

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DEPARTMENT OF MANPOWER AND IMMIGRATION

HON. OTTO E. LANG
MINISTER

MANPOWER REVIEW

Ontario Region

SEPTEMBER - OCTOBER 1970

Volume 3, No. 5

**DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE**

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to:

The Regional Economist,
P.O. Box 23, Toronto Dominion Centre,
Toronto 111, Ontario.

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MAJOR DEVELOPMENTS

Changes in the Ontario labour market during the month of September were characterized by a substantial decrease in the labour force, a sharp but lesser decline in employment and a resulting marginal drop in unemployment.

The **total labour force** decreased by 141,000 from 3,252,000 in August to 3,111,000 in September. This represented a drop of 4.3 per cent from the previous month, as against a nation-wide decline of only 3.8 per cent. Teenagers accounted for 127,000 withdrawals, while the balance of 14,000 was the combined result of further withdrawals in the 20-24 age group and new entries by workers aged 25 and over. In the year-over-year comparison, the total labour force was 3.6 per cent higher than in September 1969, against the 3.2 per cent increase for Canada as a whole.

Total employment at 2,997,000 in September was 131,000 or 4.5 per cent lower than in August, but was 63,000 or 2.1 per cent greater than the 2,934,000 recorded in September 1969. Approximately 90 per cent of the drop between August and September this year occurred in male employment.

Amongst the different age groups, the most substantial month-over-month change in employment was a decrease of 127,000 in the 14-19 bracket, which was exactly mirrored by the same decline in the labour force; there was also a further decrease of 43,000 in the number of 20-24 year olds. Labour force and employment among 14-24 year olds normally decrease at this time of the year as a result of the withdrawal of a large number of students from the labour force as educational institutions reopen for the fall term.

Among the different industrial groups, employment in agriculture showed a marked decrease of 26,000 owing to seasonal factors. With other industrial sectors also registering downturns, only trade chalked up a slight increase.

It is interesting to compare the sharp fall in employment from August to September (131,000 or 4.5 per cent) with a series of seasonally-adjusted employment figures for the last six months; these show only an insignificant change for the August-September period:

Seasonally-adjusted employment (in thousands)

<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>August</i>	<i>September</i>
2,977	3,037	3,038	2,976	2,992	2,998

Seasonally-adjusted statistical series are based on the recognition of the changes that occur in labour market activity between the extremes of summer and winter. Such seasonal movements or fluctuations display a reasonably regular pattern over the years. Statisticians have developed methods of measuring the effects of seasonality to provide adjusted figures which show no impact of these seasonal factors. Thus the importance of "seasonally adjusted" monthly series is that they reflect changes in the economy which have nothing to do with the normal seasonal movements.

Unemployment decreased slightly from 124,000 in August to 114,000 in September, but was in absolute terms still 82 per cent higher than the 68,000 recorded in August 1969. Expressed as a percentage of the labour force, the unadjusted unemployment rate fell marginally from 3.8 per cent in August to 3.7 per cent in September; this is nevertheless substantially higher than the 2.3 per cent rate recorded in September 1969.

On a seasonally-adjusted basis, the unemployment rate in Ontario rose from 4.4 per cent in August to 5.1 per cent in September. Although this rate is higher than at any time since July 1961, it compares favourably with the unemployment rates for Canada and the other regions, as is apparent from the following table showing records for the past six months:

Seasonally-adjusted unemployment rates
(expressed as a percentage of the labour force)

	1 9 7 0					
	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>Aug.</i>	<i>Sept.</i>
Canada	5.6	6.2	6.6	6.7	6.7	6.9
Atlantic Region	7.4	6.7	7.7	9.5	8.5	8.8
Quebec Region	7.4	8.4	8.5	8.9	8.9	8.9
Ontario Region	4.3	4.6	4.3	4.7	4.4	5.1
Prairie Region	4.7	5.1	5.2	4.5	5.3	5.2
Pacific Region	6.2	8.5	10.2	10.1	9.2	8.8

The biggest single factor affecting the labour market in the September/October period was the industrial dispute which began on September 14 between General Motors of Canada Limited and the United Auto Workers of America. At time of writing, over 25,000 men and women were not working and of these, nearly 5,000 were not employees of General Motors. Thus far, a total of almost 50 different companies have directly or indirectly been involved in the stoppage. The table below sets out

the number of persons affected by the strike at General Motors, and laid off by other companies as a result of the dispute, as reported to the Department of Manpower and Immigration.

General Motors/UAW Dispute
Effect on Employment* in Ontario Region

<i>District</i>	<i>Total</i>	<i>GMC Employees</i>	<i>Other Companies</i>
1. Toronto and Central Ontario	13,326	11,105	2,221
2. Northern Ontario	—	—	—
3. Eastern Ontario	100	—	100
4. Niagara-Hamilton- Mid-Western Ontario	8,700	6,521	2,179
5. Southwestern Ontario	3,266	2,952	314
Total Ontario Region	25,392	20,578	4,814

*at October 25.

In the Toronto and Central Ontario district, Oshawa was suffering most with 12,073 people out of work; other than General Motors, Houdaille Oshawa Limited bore the brunt with 445 people laid off. In Collingwood, about 740 people were laid off with Daal Specialities (Collingwood) Limited contributing 300. Eastern Ontario at time of writing had only had one layoff, at Duplate Canada Limited. The Niagara-Hamilton-Mid-Western Ontario district was hard hit, the location most affected being Kitchener where approximately 1,000 workers were laid off at a variety of firms. Finally, in the Southwestern Ontario district, Windsor, with two General Motors plants and London with one were most affected by the industrial dislocation.

In many cases, employers felt that further layoffs would occur if the dispute continued while the generally slow economic conditions did not offer many alternative job opportunities for people out of work. Many auto parts suppliers were, however, able to maintain production levels because of higher production at the remaining major auto manufacturers.

The employment picture in **Toronto Metro** showed a slight improvement during the months of September and October with the manufacturing, trade and service sectors being primarily affected. This increased activity was the result of such seasonal factors as the close of the vacation period, the replacement of students occupying summer jobs, and the increased production of goods for the fall and Christmas trade; it did not represent a general revival of employment conditions. Vacancies notified to the Toronto Canada Manpower Centres during September were 2.4 per cent higher than during

August, but this increased activity was directly related to these seasonal factors. Significantly, the number of vacancies showed a 19.7 per cent decrease from the year earlier figure.

With the slight rise in the number of employment opportunities, there was also a decided increase in clients registered. Many high-school graduates who were unable to obtain employment in June and July, returned from enforced vacations and sought permanent attachment to the labour force along with the annual re-entry of the working housewives with the beginning of the new school year. Workers in the structural occupations as well as those in the administrative, professional, and technical fields were faced with fewer employment opportunities and increasingly selective employers.

In the **Central Ontario** CMC's surrounding Toronto, the labour market upturn customary in the autumn was eroded in part by the current cyclical slowdown and the major labour dispute at General Motors in Oshawa. Total registered vacancies at Manpower Centres in September dropped eight per cent below the August level, with all industrial sectors except agriculture and services failing to experience any seasonal improvement. Although expansions continued throughout the area, layoffs in industries complementing auto production proliferated as the cumulative effects of the auto dispute became widespread; the drastically reduced incomes accompanying the dispute will create a total impact as yet indeterminate in length and magnitude.

The downturn in employment opportunities which normally occurs in the **Georgian Bay** areas with the approach of winter was accentuated this year by slow economic activity and by the effect on local feeder industries of the work stoppage at General Motors. Seasonal tourist activity came to an end in some areas; in others, where tourism is more year-round, negative developments more than offset any favourable effects.

Employment activity improved somewhat in **Northern Ontario** during September and October. The improvement was partly seasonal in nature as employers hired additional workers to replace students who withdrew from the labour force to return to school.

In **Eastern Ontario**, employment continued its seasonal expansion during September and October but not enough to absorb the growing labour force. Unemployment thus remained at an above normal level. Significant excess capacity in the form of reduced hiring and high unemployment plagued the textile, electronics, aircraft parts and retail trade

4 MANPOWER REVIEW

sectors of the economy. The greatest impetus to the growth for the period came from the construction, food and beverage, electrical goods and miscellaneous manufacturing industries.

Economic activity in the **Niagara** area centred upon significant changes in several large industries. On the one hand, the major labour dispute drastically reduced production and employment levels in the automotive industry, the effects being felt not only by the strike-bound firm but also by many of its parts suppliers. On the other hand, expected production activity led to the recall of many laid-off personnel in the agricultural machinery, railway rolling stock and aircraft industries. These events occurred against the background of seasonal manpower demand furnished by the agriculture, canning, and construction sectors, but maintained the economic uncertainty which the Niagara district has faced for much of 1970.

Employment conditions during September and October reflected the continuation of reduced levels of economic activity in **Mid-Western Ontario** with

the number of job openings still significantly depressed. In addition, there was the added impact of the General Motors labour dispute on car component manufacturers. In contrast to the current slowdown, the capital goods industries generally remained active with high levels of employment. The major sources of slackness appeared to be firms in the consumer goods industries, although there was some slight improvement. Seasonal influences were apparent in agriculture, food processing, and personal service industries, while in construction employment continued to lag.

In **Southwestern Ontario**, employment in the harvesting of this year's agricultural crops was down despite the ideal season and bumper crops; as a result of the fewer jobs available and the early completion dates for harvesting there were no extreme shortages when students went back to school. Seasonal layoffs and generally cautious behaviour of consumers depressed employment conditions in the manufacturing industries. A year-end upturn was forecast for the construction industry, especially in the housing sector.

* * * *

OCCUPATIONAL SHORTAGES—ONTARIO

The number of occupations for which 25 or more shortages were reported in Ontario stood at 17 in September 1970, considerably below the 35 reported in September 1969, but slightly higher than the 14 recorded in August 1970.

Company labourer, which was in light shortage in August, was reported in strong shortage in September with by far the majority occurring in Sudbury, where a strong demand for general labourers was also reported. The moderate shortage of arc welders reported in September 1970 occurred predominantly in Hamilton. A significant increase occurred between August and September in the number of reported shortages for automobile mechanics and demand was widespread throughout the province.

Miners were in light shortage in September and were required in several centres in Northern Ontario.

Standard machine stitcher was also added to the list of chronic shortages between August and September with demand being concentrated in Toronto and the Midland CMC area.

Deletions from the list between August and September included secretary, physical therapist and pipefitter.

Compared with September 1969, a decline in reported shortages was evident in occupations associated with manufacturing, for example, tool-and-die makers, milling machine operators, woodworking machine operators, welder fitters and turret lathe set-up operators. A noticeable decrease in shortages also occurred in commercial-clerical and stenographic occupations, for example, stenographers, secretaries, typists, transcribing machine operators, key-punch operators and legal secretaries.

OCCUPATIONAL SHORTAGES – ONTARIO

SEPTEMBER 1970

As Reported by Canada Manpower Centres

<i>Strong</i>	<i>Moderate</i>	<i>Light</i>
Insurance Salesman Company Labourer General Labourer	Maid, General Welder, Arc Automobile Mechanic Sewing Machine Operator Regular Equipment	Nurse, General Duty Automobile Body Repairman Miner Stitcher, Standard Machine Machinist Nursemaid Salesman, General Fitter Hair Stylist Waiter, Informal

Light – 25-50 Shortages
Moderate – 51-100 Shortages
Strong – over 100 Shortages

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Ottawa Tabulation of Occupational Shortages Reports.

LABOUR MARKET INDICATORS CANADA AND ONTARIO			
<i>Description</i>	<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	July 1970 July 1969	21,399,000 21,180,000	7,648,000 7,467,000
Immigration I (all immigrants)	Jan.-Aug. 1970 Jan.-Aug. 1969	99,824 104,634	55,068 55,551
Immigration II (immigrants directly into labour force)	Jan.-Aug. 1970 Jan.-Aug. 1969	52,828 55,278	29,258 29,788
Labour Force	September 1970 September 1969	8,384,000 8,126,000	3,111,000 3,002,000
Employment	September 1970 September 1969	7,986,000 7,847,000	2,997,000 2,934,000
Unemployment	September 1970 September 1969	398,000 279,000	114,000 68,000
Unemployment Rate (as a % of Labour Force)	September 1970 September 1969	4.7 3.4	3.7 2.3
Average Weekly Wages and Salaries (industrial composite)	July 1970 July 1969	\$127.02* \$118.21	\$132.31* \$122.23
Average Hourly Earnings (in manufacturing)	July 1970 July 1969	\$3.01* \$2.77	\$3.19* \$2.91
Average Hours Worked Per Week (in manufacturing)	July 1970 July 1969	39.3* 39.9	39.4* 40.0
Monthly Housing Starts (urban areas)	September 1970 September 1969	14,627 13,944	6,635 6,238
Total Housing Starts (urban areas)	Jan.-Sept. 1970 Jan.-Sept. 1969	91,536 130,328	40,924 53,286

*Preliminary figures only.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY WAGES AND SALARIES,
INDUSTRIAL COMPOSITE FOR SELECTED URBAN AREAS,
ONTARIO, BY DISTRICT**

JULY 1969 AND 1970

	Employment Indexes 1961 = 100		Average Weekly Wages and Salaries	
	July 1970*	July 1969	July 1970*	July 1969
			\$	\$
Toronto and Central Ontario				
Brampton	288.8	268.9	128.79	117.94
Oshawa	102.8	105.2	152.47	135.41
Toronto Metro	133.2	133.3	134.66	124.30
Northern Ontario				
Thunder Bay	125.8	129.1	125.57	118.42
North Bay	124.1	121.1	127.83	116.08
Sault Ste. Marie	127.6	129.4	145.60	135.91
Sudbury	133.6	64.5	155.17	132.29
Timmins	76.9	77.1	115.38	103.83
Eastern Ontario				
Belleville	126.7	126.7	112.29	101.65
Brockville	129.2	129.3	123.54	112.95
Cornwall	128.2	143.8	120.46	112.29
Ottawa-Hull	142.5	139.4	120.48	112.75
Peterborough	139.9	142.7	130.48	120.59
Niagara-Hamilton-Mid-Western Ontario				
Brantford	129.3	141.9	117.04	108.85
Guelph	141.4	142.8	119.61	111.01
Hamilton	124.1	124.1	136.39	123.87
Kitchener	151.1	154.4	117.40	109.08
Niagara Falls	125.4	122.2	116.80	109.48
St. Catharines	141.7	144.1	146.44	133.64
Stratford	151.0	151.0	112.08	105.74
Welland	118.8	103.0	150.06	143.27
Southwestern Ontario				
Chatham	136.9	135.2	133.56	123.48
London	125.6	125.3	123.02	114.31
St. Thomas	158.3	212.2	132.26	134.50
Sarnia	137.6	147.4	165.28	155.68
Windsor	145.8	129.1	154.25	136.09
Woodstock	153.3	160.6	118.93	110.25
ONTARIO	131.8	129.9	132.22	122.23

*Preliminary figures only.

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*
The Queen's Printer, Ottawa.

DISTRICT AND INDUSTRY DEVELOPMENTS

SEPTEMBER–OCTOBER 1970

1 – TORONTO AND CENTRAL ONTARIO TORONTO METRO

The employment picture in Toronto showed a slight improvement during the months of September and October with the manufacturing, trade and service sectors being primarily affected. This increased activity was the result of such seasonal factors as the close of the vacation period, the replacement of students occupying summer jobs, and the increased production of goods for the fall and Christmas trade and did not represent a general revival of employment conditions. Vacancies notified to the Toronto Canada Manpower Centres during September were 2.4 per cent higher than during August, but this increased activity was directly related to these seasonal factors. Significantly, the number of vacancies showed a 19.7 per cent decrease from the year earlier figure. With the slight rise in the number of employment opportunities, there was also a decided increase in clients registered. Many high-school graduates who were unable to obtain employment in June and July, returned from enforced vacations and sought permanent attachment to the labour force along with the annual re-entry of the working housewives with the beginning of the new school year. Workers in the structural occupations as well as those in the administrative, professional, and technical fields were faced with fewer employment opportunities and increasingly selective employers.

The general **manufacturing** sector of the economy was relatively sluggish as few new hirings were evident. Despite the revaluation of the Canadian dollar, many manufacturers were able to maintain their production levels through increased export sales to offset the slack domestic markets for manufactured goods. However, actual growth within the industry has been somewhat stifled. Although there was a slight increase in hiring from August to September, the majority of these vacancies were filled by recalls from firms that had been forced to reduce staff earlier in the summer. Vacancies in the manufacturing sector registered at the Toronto Canada Manpower Centres at the end of September were 13.6 per cent lower than at the end of August. The plight of manufacturing employment was even more markedly demonstrated by the 65.9 per cent decrease in vacancies registered in September 1970 as compared to September 1969.

Manufacturing continued to show increasing activity in the areas of smaller consumer goods for the Christmas trade. This seasonal factor also led to an increased demand for labour in the paper, textile and garment industries but was offset by a rapid decline within the electrical products sector as a result of indefinite layoffs and plant closures. The pool of unskilled labour in Toronto was subjected to unusual pressures as there was an increased demand for male help over that of the previous month in contrast to a decreased demand for female labour.

The garment industry entered its annual seasonal upturn during September and October and in many cases these manufacturers have turned to the production of higher style garments as competition from abroad has become increasingly vigorous. Sewing machine operators on upholstery, drapes, safety appliances, hosiery, knitwear garments and household goods and drapery operators and cutters were in demand. This demand was partially met by the return of former employees and experienced European immigrants. The persistent shortage of sewing machine operators in the garment trades was being partially alleviated by training-in-industry programs. The impact of the new minimum wage rate upon the industry was largely offset by employers' demands for Canadian experience and the offering of piece-work rates instead of hourly rates.

In the food and beverage sector, the industries enjoyed a busy autumn season as consumer demand increased after the end of the summer. The bakery and confectionery industry will continue to expand production until the end of November for the Christmas season. Higher demand resulting from reduced retail prices accounted for the increased activity in the meat-packing industry. A significant employment development was the purchase of Bell Bacon Rind Limited of Brantford by Krispac Limited: this operation will be relocated in a new fully automated plant, which will employ only four employees and a foreman.

The woodworking and cabinet trades in Toronto were in limited demand, which was an unusual situation for this time of year. Although there was a slight increase in construction activity, this did not immediately increase the demand for cabinets, counters, doors and other wood products required by the construction industry. Emmanuel Products Limited, a manufacturer of television and radio cabinets, had at least 40 employees on layoff. With three months

inventory of cabinets awaiting delivery orders, the firm's outlook for any recall of the workers was bleak. Despite the generally subdued hiring activity within the industry, there was a shortage of qualified woodworking machine operators, pattern makers and millmen in the extreme northwest area.

Machine shop trades and metal fabricating remained relatively quiet over September and October largely as a result of the United Auto Workers of America dispute with General Motors of Canada Limited and low employment levels within the aircraft manufacturing industry. Tool-and-die shops and the structural steel industry have also seen little employment activity. In the northern section of the Metropolitan area there was a slight increase in activity in metal fabricating, sheet metal work, and welding. This was accompanied by a demand for welders and fully qualified welder-fitters. Since the majority of the hiring firms had released staff in the early spring, this development did not signify an expansion of employment opportunities within the industry. In Scarborough, 50 workers went on strike against G & H Steel Service of Canada Limited. There have been cutbacks in machine shop work, and particularly press work, but relatively few layoffs as a result of the UAW stoppage; some firms are diversified in terms of products as well as customers and this cushions the adverse effects, while in other cases the firms have resorted to inventory building.

In electrical products manufacturing, employment levels declined as two major phase-outs were announced. The management of the Frigidaire Division of General Motors stated that the production of appliances at their Scarborough plant would be gradually phased out by the end of November. Approximately 400 employees are involved and it was hoped that these laid-off workers would ultimately be absorbed by the automotive products operation. Canadian General Electric Company Limited will cease the production of picture tubes for black and white television sets at the end of this year at its Rexdale plant because of the rapidly declining market, cheaper imports and off-shore procurement of sub-assemblies by North American manufacturers. The 125 hourly-rated and 30 salaried employees affected by the company's decision will have a minimum of three months to make alternative employment arrangements.

Layoffs at smaller plants have also added to the surplus of assemblers in the electronics field, particularly in the high wage groups. In addition, the industry has been disturbed by labour disputes over the introduction of new plant procedures. Approximately 240 female and 27 male hourly-rated employees of the Canadian General Electric plant

at 940 Lansdowne Avenue and 215 male factory workers and skilled tradesmen at Trane Company of Canada Limited, a manufacturer of air conditioners, stopped work for a week during September.

The printing and publishing industry enjoyed a slight upturn from the summer season, mostly in small custom shops which were in many cases demanding experienced help at below competitive wages. W. J. Gage Limited, which recently sold its textbook division to American interests, was involved in a labour dispute with 70 employees of its Toronto stationery division, which will close on approximately November 20, 1970.

In the **construction** industry, there was a slight increase in activity in the Metro area but this was mainly restricted to contracted commercial work and the employment of unionized tradesmen.

Registered vacancies in the structural trades in September decreased by 14 per cent from the August level and were 59 per cent below the September 1969 level. The number of residential building permits issued during September spurted to 2,636 as compared with 889 for September 1969; the nine-month totals for 1970 and 1969 were 12,090 and 18,295 respectively. However, while the cumulative value of all building permits to September this year was down only 4.2 per cent, the September values showed a year-over-year increase of over 54 per cent from \$59.6 million to \$92.0 million. Together with recently announced projects, the progressive improvement in the cumulative monthly figures indicates some real advance within the sector.

The industry was characterized by sporadic hirings mainly in the specialty trades. In general, the demand for labour was limited and the only shortages were small and effected such people as bricklayers, form carpenters, plumbers and general construction labourers. Major construction and planned projects were proceeding on schedule, suggesting stability in fall and winter employment. There was considerable activity in hotel construction and expansion with current projects valued at \$100 million. Two other noteworthy plans were a \$36 million condominium project in Etobicoke and a \$2.7 million project in York for an 18-floor apartment building. The announced \$25 million federal loan for low-income housing in the city should provide an impetus for residential construction. Commercial construction projects included the building of a 21,000 square foot addition to Molson's Brewery (Ontario) Limited complex in Toronto. The new facility will become operational in early 1971 and, with the installation of new equipment, will cost in excess of \$3.5 million. The proposed new air ter-

minal to be erected at Malton at a cost of \$53 million would definitely enhance future employment in construction.

The **transportation** sector continued to be active as September and October are normally busy months. The Toronto port was reaching the close of its season and some union workers were beginning to be laid off. Final fall shipments, however, will keep the port busy until the weather closes the Seaway. Cumulative general cargo handled to October 3 showed a significant decrease of 22.6 per cent from the corresponding date in 1969. This drop was from a decline of 258,000 tons of imports caused by lower than usual steel purchases. Motor vehicle transportation was fairly active, and there was a demand for truck drivers of all types of vehicles. Moving and cartage companies, engaged in transportation of household effects both locally and inter-city, were also seasonally active.

The **service** industry showed the most employment activity during the two months under review. There were persistent shortages of general maids, mother's helpers, waitresses and hair stylists. Many of these shortages were aggravated by the student withdrawal from the labour force in September. However, occupations such as porters, orderlies, nursemaids, chambermaids, and kitchen workers were in a surplus position. With the dry cleaning and laundry industry entering its busy season, there was a demand for pressers. The opening of school meant the recall of many female cafeteria workers on layoff since June and some new employment opportunities. Demand throughout the food service industry was also stimulated by student retirements. The auto service occupations were not as active since there was little demand for either automobile or truck work. Increased demand from security firms gave evidence of an industry trend toward upgrading of employee calibre.

An important settlement in the utilities sector involved the ratification of a two-year agreement between Ontario Hydro and approximately 11,000 employees belonging to the Canadian Union of Public Employees. The new agreement which called for an average wage increase of 13.9 per cent over two years was reached September 12 after more than nine months of bargaining and a work slowdown that began late in August. In other labour market developments, Toronto Hydro signed heating contracts for 65 large buildings in downtown Toronto and another centralized heating system was being set up to service hospitals on University Avenue as well as the Provincial Parliament Building. This cut the demand for stationary engineers as the systems will require not only a fraction of the number pres-

ently employed but will also require these men to have tools and maintenance experience.

Wholesale and retail trade continued to be the only sector of the Toronto labour market in which occupational demand increased over last year. Although registered vacancies in the sales category at the end of September were 16 per cent lower than the previous month, they were 62 per cent *higher* than the September 1969 level. This unusual peak in demand resulted from the extraordinary heavy requirement of a number of recently constructed shopping centres and stores, but general sales volumes have continued to be disappointing.

In wholesale trade, there was a decline in employment opportunities, especially in the clerical occupations, as a direct result of rising labour costs and a decline in sales. Particularly affected were those firms dealing in food and agricultural supplies, construction machinery, lumber and scrap metal. Expanding firms were involved in novelty and toy distribution for the Christmas season and foreign car distribution. Toyota Motor Sales in Scarborough was establishing a new operations base which will include a 37,000 square foot warehouse and a \$2 million inventory of auto parts.

Retail sales declined slightly during September and October despite some moderation in the rate of price increase. Consumer durables and non-durables and luxury items, particularly automobiles, were most affected. Many firms have resorted to increased hirings of contingent sales staff and operations workers to maintain flexibility. Recruitment in this area was therefore centred on the peripheral elements of the labour force. The demand for sales persons was not expected to peak until November and December when Christmas shopping would influence trade particularly in the large shopping centres. The effect on the labour force of the January release of the employees hired for the rush may be tempered by the opening of the new Sherway Plaza in Etobicoke in late February; the participating retail outlets were expected to provide more than 2,000 employment opportunities for full-time and part-time workers.

The **finance, insurance, and real estate** sector was relatively stable. Tellers and junior clerical occupations showed normal activity but less attractive salaries and extended hours of work hindered recruitment. Openings for management trainees and middle-management positions showed a moderate decline, particularly in banking, as many banks had recruited overseas for experienced banking personnel during the early spring and summer months. Insurance salesmen continued to be in persistent shortage and there was demand for salesmen in general. In

real estate, houses were difficult to sell despite the availability of new and resale listings and mortgage funds.

In the clerical occupations, the demand was primarily directed toward clerk typists, stenographers and file clerks. Experienced typists, secretaries and accounting clerks were sought as usual but industry salaries and the continued shortage of good experienced clients left some vacancies unfilled. However, vacancies registered at the Toronto Canada Manpower Centres at the end of September were 13 per cent lower than the previous month and 47 per cent less than at the same time last year. The number of clients available for clerical work increased greatly during September and October as mature married women re-entered the labour force with the opening of school or in some cases as a result of having unemployed husbands.

Employment activity within the **public administration** sector was quiet during the autumn. Many workers and clerical personnel were hired as temporary employees by both the federal and provincial governments but little hiring of permanent staff was recorded.

The labour market for professional, technical and managerial occupations became extremely selective and lethargic. Registered vacancies at the end of September were 2 per cent lower than at the end of August and 23 per cent lower than at the same time last year. The process of retrenchment, which normally occurs during an economic downturn, was particularly acute in the executive job market. Furthermore, the employment situation was aggravated by the increasing demand by industry for related experience and higher academic training, and the decreasing mobility on the part of professionals and managerial personnel. The growing surplus of engineers in all disciplines made it extremely difficult for immigrants without Canadian experience to secure employment. Senior sales positions improved slightly in number but most openings required highly specialized sales backgrounds. At the salesman level, more commission salesmen began applying for salaried jobs, often at much lower pay levels. There were some hirings of civil and soil engineers, construction inspectors, civil technologists, and structural and municipal draftsmen but unfortunately this was not indicative of any rising demand.

CENTRAL ONTARIO

In the industrial periphery CMC's surrounding Metropolitan Toronto, the labour market upturn customary in autumn was eroded in part by the current cyclical slowdown; a further factor was the

major labour dispute begun on September 14 and still unsettled at time of writing involving General Motors of Canada Limited in Oshawa and over 11,000 employees belonging to the United Auto Workers of America, AFL/CIO-CLC, Local 222. Total registered vacancies at Manpower Centres in September dropped eight per cent below the August level, with all industrial sectors except agriculture and services failing to experience any seasonal improvement. Although expansions continued throughout the area, layoffs in industries complementing auto production proliferated as the cumulative effects of the auto dispute became widespread. In the Oshawa area, wives of auto workers sought employment in considerable numbers in order to supplement family incomes.

In **agriculture** the advent of the harvest season caused a 21 per cent increase in vacancies in September over August, although labour market activity in all localities but Oakville remained slow. In the Oshawa area, where the year's tobacco crop covered only 40-50 per cent of total acreage, demand for local labour was slight. Vegetable packing plants in Newmarket entered full production a month later than usual and hired wives of unemployed local workers. Some increase in employment occurred in Brampton with the fruit harvest, but even this demand was of limited extent. However, Brampton area dairy farmers continued to register demand for farm labour experienced in bulk milking systems, cattle grading and general farm management.

In the **manufacturing** sector, regular seasonal patterns were distorted by the automotive industry labour dispute; its effect pervaded large areas of manufacturing and industrial layoffs were extensive throughout. With registered vacancies six per cent fewer in September than in August, labour turnover was low and female re-entrants to the labour force have supplied resources adequate to alleviate most market imbalances. However, industrial expansions have continued at an even pace: Caristrap Sales Corporation Limited was granted a \$100,000 forgivable loan by the Ontario Development Corporation for a plant in Bowmanville; the factory, which is expected to create 349 new jobs over a five-year period and will cost a total of \$464,000, will manufacture container strapping material and application tools.

Superimposed upon an automotive industry already cyclically depressed and beset by heightened foreign competition, the UAW and General Motors labour dispute has produced reverberations throughout local and national commodity and labour markets. The four leading domestic motor vehicle manufacturers sold only 44,625 units in September,

27 per cent fewer than in the same month of 1969; of these, General Motors sold 15,628, down 45 per cent from the same period last year, American Motors (Canada) Limited sold 1,356, a decline of 30 per cent, and the Ford Motor Company of Canada Limited sold 18,554, a decrease of 10 per cent. By August, overseas auto makers had increased their share of the Canadian market to 28 per cent from 25 per cent in July.

Of the points in question by the disputing parties, wages, cost-of-living allowances, pensions, and local issues have taken predominance. The UAW's latest position on wages called for an average increase of 61½¢ an hour, or 16.3 per cent in the first year with the second and third years left open to negotiation. General Motors offered an average of 38¢ the first year and three per cent in each of the second and third years, providing an average increase of 9.8 per cent for the first year, which included a disputed 26 cents claimed by the union under the last agreement.

Operations at General Motors plants which manufacture about 31 per cent of all cars and trucks produced in Canada and include on payroll 45 per cent of the 47,500 Canadian hourly-rated workers employed by the four North American auto companies, continued to be suspended. Wages lost to General Motors workers were between \$3.5 million and \$3.75 million per week. The Oshawa plant accounts for around 11,000 of the 23,000 GM employees in Canada.

The effects of the dispute have not been confined to General Motors, but have permeated most sectors of the economy. Some 4,000 companies in Canada supply General Motors with input ranging from semi-processed materials to auto parts and the stoppage has reduced daily shipments to General Motors by about \$3.4 million. Layoffs have been extensive.

The first layoff attributed to the automotive dispute occurred the day the strike commenced when T. G. Gale Limited of Oshawa, manufacturers of wooden crates and boxes for automobile export, released 30 factory workers; an additional 40 men were laid off on September 18. Gen-Auto Company Limited of Oshawa, engaged in vehicle transport, laid off 83 employees. Union Carbide Canada Limited of Brampton, involved in foam fabrication, released nine employees for an unlimited period. Canada-Ferro Company Limited of Brampton, producers of auto parts, indefinitely laid off 24 workers. Standard Products Canada Limited of Georgetown, engaged in window and windshield assembly, 50 per cent of which is for General Motors, temporarily released 40 men and women.

Effective October 2, Ontario Steel Products Company of Oshawa, car-spring manufacturers supplying General Motors as well as other firms, laid off 30 of 108 employees. The largest layoff in the succession to occur took effect at Houdaille Oshawa Limited, manufacturers of vehicle bumpers, where 445 men were placed on layoff scheduled to terminate on November 2. On October 13, Duplate Canada Limited, Oshawa, producers of safety auto glass, released 87 hourly-rated employees and a layoff of a further 90 people on October 16 was traced jointly to the strike and the phasing out of non-automotive production. Monsanto Canada Limited (Oakville Division) suppliers of vinyl film, sheeting, and coated fabrics, reduced the work week from five to three days for their 135 employees. Lustrro Steel Products Company, Brampton, laid off 16 workers. Interchem Presstite, Brampton, manufacturers of sealants for the automotive industry, reduced staff by one-third with additional cutbacks anticipated if the strike were to become prolonged. Comco Metal Products Limited, Orangeville, has been manufacturing auto headrests with only two-thirds of its customary work force of approximately 100.

General Motors' North American competitors were not immune to the general economic slowdown. Chrysler Canada Limited, Ajax, producers of car upholstery, released 120 men effective October 9. Ford of Oakville, which hired in early autumn last year, has not done so this year.

Machine shop and metal fabrication have undergone both expansion and layoffs. Ecodyne Limited of Oakville, an affiliate of Procor Limited, secured contracts to provide two evaporators for British Columbia pulp mills for \$3 million. Meanwhile, Procor Limited of Oakville, manufacturers and leasers of railway tank cars, released 75 employees, mostly welders, as a result of an extended labour dispute and general economic conditions. Fetio Industrial Developments Limited of Windsor was scheduled to begin construction in Oshawa in January 1971 of a \$10 million steel plant to be completed by July 1972; the plant will require some 200 workers, the majority from the Oshawa area. Effective October 16, the Ontario Malleable Iron Company Limited of Oshawa laid off 345 foundry workers until November 2 for inventory adjustment purposes.

Two industrial disputes terminated in the period under review producing some improvement in employment conditions. At the Bowmanville Foundry Company Limited, 80 steel workers ratified a two-year contract covering wages and improved pension, welfare and vacation provisions. A 73-day dispute ended on October 13, when 146 employees and management of Pre-Con Murray Limited of Bramp-

ton, manufacturers of pre-cast concrete, reached a settlement on wages.

Electrical manufacturing was proceeding cautiously. Sixty-seven clerical and laboratory workers were placed on layoff by Northern Electric Company Limited in Bramalea as export orders had failed to materialize. Honeywell Controls Limited of Bowmanville and 200 members of the UAW agreed upon a 25-month contract raising wages 19 per cent.

Plastics demonstrated mixed tendencies: while Bruckmann Manufacturing Limited of Oakville, producers of custom-designed and production-model sailing yachts, were expanding facilities by 10,000 square feet, Canadian Industries Limited of Brampton in September laid off 20 production workers as a result of insufficient demand in the construction industry.

Chemical products have presented no clear trend. In Oakville, G. D. Searle & Company of Canada Limited, pharmaceutical manufacturers, are constructing a new plant scheduled to open in April of 1971 with a labour force of 50 persons. Sterling Drug Limited of Aurora has embarked upon a \$2 million expansion program involving plant extension and new processing equipment for late 1971 completion. However, Bacardi and Company of Canada Limited deferred an anticipated September opening of their Bramalea plant to late October. On October 9, continuous sales losses caused Du Pont of Canada Limited in Ajax to discontinue its industrial product lines, permanently releasing 35 employees.

Boot and shoe manufacturing experienced one industrial dispute, terminated on October 7 when 151 sewing machine operators, cutters, packers, warehouse workers, cementers, assemblers and finishers reached settlement with T. Sisman Shoe Company Limited of Aurora.

Despite individual large projects currently underway or planned, the **construction** sector has undergone a further deterioration in employment opportunities; registered vacancies in September fell 43 per cent below the August level. Demolition for Oshawa's new \$2,630,000 police building commenced September 15, and a three-store shopping plaza and two-storey apartment building were being planned for North Oshawa. Twelve employees of Gay Construction Company engaged in repair work at the Oshawa General Motors plant were laid off as a result of the UAW action. Although construction of much housing and several factories has been undertaken in Bramalea, labour is being furnished by the union or Toronto sub-contractors leaving the local labour market largely unaffected.

The **wholesale and retail trade** sector has also registered a decrease in labour demand; vacancies

recorded in September were 12 per cent fewer than those in August. However, several new shopping centres were expected to recharge demand in the future: in Oakville, work began on a 22-store expansion to Hopedale Plaza. An agreement reached by 70 workers employed part-time by Steinberg's Miracle Food Mart, Oshawa, will give increases of 16.7 per cent in the first year, with an additional 14.3 per cent in the second year.

Service occupations have had a substantial autumn increase in manpower requirements: vacancies registered in September were 31 per cent more than those in August. A shortage of restaurant and cafeteria staff in the Brampton area was attributable to the low rates of pay and adverse working conditions. While difficulty has been experienced in recruiting qualified short order cooks to fill local demand, fully qualified cooks on seasonal layoff from fishing and golf and country clubs were unable to get jobs at the salary sought. A shortage of qualified hairdressers and a surplus of apprentices existed simultaneously in and around Brampton. A continuing light demand from service stations and repair shops for licensed automobile motor mechanics remained unfilled as qualified personnel were reluctant to work for a flat rate.

The only layoff in the service sector occurred as a direct result of the General Motors-UAW dispute: on September 14, 70 female kitchen helpers and 20 male truck drivers were released by Versafood Services Limited, Oshawa.

Two hundred and sixty members of the Service Employees International Union employed by Peel Memorial Hospital in Brampton negotiated wage increases ranging from 22 to 33 per cent in a 30-month agreement. Expiring December 31, 1972, the settlement could set a pattern for future contract settlements with Toronto hospital employees.

In **public administration**, 160 provincial government clerical employees in the Canadian Union of Public Employees resumed work on September 24 after two weeks, with a 15 per cent salary increase over a two-year period, a 60 per cent increase in the Board's contribution to Hospital, Medical and Group Insurance effective July 1, 1971, and the addition of Easter Monday to the established list of statutory holidays.

In the **professional, technical, and managerial** occupations, registered vacancies increased two per cent in September over August. In the Oshawa area, hospital personnel were still being sought, while demand in the engineering field appeared to have diminished. In Oakville, registrations continued to accumulate, with a noticeable concentra-

tion of middle supervisory/management personnel released in staff cutbacks; many applicants were at a disadvantage in that they were either too old, recent immigrants, or with limited or no experience. Recent university and community college graduates were heavily represented in the third category.

GEORGIAN BAY

The downturn in employment opportunities which normally occurs in the Georgian Bay CMC areas with the approach of winter was accentuated this year by the general phenomenon of slow economic activity and by the effect on local feeder industries of the work stoppage at General Motors of Canada Limited. Seasonal tourist activity came to an end in some areas; in others, where tourism is more year-round, negative developments more than offset any favourable effects.

In **agriculture**, harvesting of oats, barley and tobacco was completed in September, before any frost was experienced. A sharp drop in the authorized tobacco acreage meant that fewer employment opportunities were available, and these were largely for experienced workers. Adverse weather hindered apple picking and hirings were also smaller; the number of Caribbean workers recruited was one-third below that of 1969. Potato harvesting has become virtually completely mechanized, so that few openings were available this year.

In **manufacturing**, the experience of different CMC's in the early autumn reflected the degree of local dependence upon the automotive industry. In Collingwood, layoffs included 240 employees at TRW Electronic Components Limited, 201 workers at LOF Glass of Canada Limited, and virtually all of the 305-person staff at Daal Specialties (Collingwood) Limited; in addition, a number of other parts and accessories manufacturers were stockpiling output and anticipated extensive layoffs if the strike continued much longer. In Bracebridge, the automotive division of North American Rockwell Corporation placed 32 workers on layoff. In Midland, 100 people were on layoff at time of writing at Bay Trim Accessories Limited and Decor Metal Products Limited; further reductions were considered possible. Heywood-Wakefield Company of Canada Limited in Orillia, seating manufacturers, released ten employees. On the other hand, companies with customers other than General Motors continued to maintain production; in Owen Sound, both Good-year Tire and Rubber Company of Canada Limited and Whitaker Cable of Canada Limited hired additional employees during September.

In other manufacturing sectors, there have been important layoffs, both actual and prospective. In

Barrie, 50 employees of the Canadian General Electric Company Limited appliance plant remained on layoff, and West Bend of Canada Limited continued cutbacks at its facilities by releasing 44 production workers. In Owen Sound, RCA Limited continued to have 75 persons on layoff since May 1970. Employment at Canadian Shipbuilding and Engineering Limited in Collingwood had reached 800 persons by early fall, but layoffs of as many as 500 were anticipated for the coming winter if new contracts were not forthcoming.

However, there were also some bright spots. At their new plant in Huntsville, Kimberly-Clark of Canada Limited anticipated starting hiring with about 25 men during October. Similarly, additional hirings took place at Canadian Pittsburgh Industries Limited in Owen Sound and Motorola (Ontario) Limited in Midland. In Orillia, there was continuing demand for local foundry workers, and a shortage of skilled industrial tradesmen persisted; low wage scales were, however, partly responsible.

There were mixed trends in the **construction** sector. Work on the Douglas Point nuclear station site continued and further hiring of some construction labour was anticipated. Related to this development was the commencement of a 64-unit apartment building in Port Elgin and plans by the Canadian National Railway to build a spur line from Port Elgin to Douglas Point. Other favourable developments included school construction and additions in both Parry Sound and Midland. Nevertheless, construction was well below peak levels. In Barrie, soil difficulties held up the major Formosa Spring Brewery project. In the Collingwood area – in Nottawasaga Township – all construction was frozen by the Ontario Municipal Board pending the preparation of an official zoning plan by the Township.

An important development in the **retail trade** sector was the opening of a shopping plaza in Barrie in early autumn, and a new department store in Orillia, which created many new employment opportunities. Elsewhere, retail activity fell off slightly after the summer season with the normal decline in tourism and decreased demand for waitresses, cooks and chambermaids.

The **service** sector in the Georgian Bay area is becoming somewhat less seasonal than in the past, with greater emphasis on winter recreation activities. Nevertheless, a reduction in activity continues to be felt in the periods between winter and summer. In other sectors of the service industry, some demand for delivery truck drivers and driver-salesmen was experienced.

2 — NORTHERN ONTARIO

Employment activity improved somewhat in Northern Ontario during September and October. The improvement was partly seasonal in nature as employers hired additional workers to replace students who withdrew from the labour force to return to school.

The **forest** industries experienced seasonal reductions in September, particularly in the Thunder Bay area where layoffs of some 450 loggers occurred. Heavy rains in some areas hampered operations and caused a slowdown in activity. In Sault Ste. Marie, the Abitibi Paper Company Limited, with a work force of approximately 500, shut down for one week due to lack of orders. All workers have since been recalled but their work week has been reduced from seven to five days. So far the company's woods operations have not been affected and no layoffs of woods workers have resulted.

In the **mining** industry, International Nickel Company Limited completed its recruitment in the Maritimes during September with as many as 350 job offers having been made. Lack of accommodation in the Sudbury area has proven to be a problem. The demand for nickel was so favourable that Inco was considering the development of three of its non-producing properties, a move which could result in employment opportunities for several hundred additional workers. In Sault Ste. Marie, the Algoma Ore Division of the Algoma Steel Corporation Limited resumed full operations during August following a holiday shutdown. All workers were recalled or were awaiting recall.

In Elliot Lake, the situation was not as encouraging, as Denison Mines Limited have indicated that their mine will close in June 1971 unless further government subsidies can be obtained. Approximately 900 workers, representing almost half of the labour force of Elliot Lake, would be directly affected by such a close-down. In the North Bay area, both Copperfield Mines and Sherman Mines were operating on full schedule and some shortages of plant repairmen and welders were reported. Noranda Mines Limited would be putting a 700-ton per day nickel mine into production in the near future and this, together with the construction of a 16-mile road to the site would improve the local employment picture at least temporarily. Meanwhile, Canadian Jamieson Mines Limited was expected to close in a few months with about 139 employees being affected. The closure of Renabie Gold Mines near Sudbury did not add to local unemployment since affected workers have been successfully relocated elsewhere.

In the **manufacturing** sector of the economy, Algoma Steel at Sault Ste. Marie experienced brisk production, with vacation shutdowns taking place during the last week of August and the first week in September. Some occupational shortages were evident in this area, notably for pipefitters, electricians, electronics mechanics and machinists. Recruiting outside the area had begun since local supplies seemed to be inadequate. At the beginning of September, Sault Ste. Marie hired its first Industrial Commissioner and it was hoped that his office would be instrumental in the expansion of industrial activity in the area.

Truco Canada Limited, manufacturers of diamond drills, officially opened their \$600,000 plant in North Bay. Approximately 30 plant workers and 12 staff members are employed there. Meanwhile, 170 employees of Canadian Longyear Limited, also located in North Bay, were on strike in September. However, the economy of North Bay was expected to receive a boost in the future as a result of the announcement that four new companies planned to locate there. An estimated total of approximately 200 employees would be required by the four companies. The Canadian Car Division of Hawker Siddeley Canada Limited in Thunder Bay was closed due to a labour dispute in August and September. Talks between the union and the company were scheduled for the last week in September.

In the pulp and paper sector, the two local mills in Thunder Bay returned to a six-day work week following a reduction to five days and workers previously laid off were recalled. In the Kapuskasing area, the agreement reached between three local unions and the Spruce Falls Power and Paper Company Limited as well as Abitibi Paper was encouraging since an industrial dispute would have had widespread adverse effects.

In the **construction** industry, activity was below normal in many areas but definite improvements were indicated during the period, particularly in Sault Ste. Marie, Fort Frances, North Bay, Thunder Bay and Sudbury. Shortages of varying degrees of severity were experienced in many centres, particularly for skilled construction tradesmen. The regular demand for construction workers was augmented in the Sudbury-Lively-Copper Cliff area as a result of the extensive damage caused by a violent storm which struck the area on August 20.

In the Sudbury area, INCO has made land available for a large scale housing development in Lively. However, no information as to starting date or the number of workers to be employed was available at the time of writing. Central Mortgage and Housing Corporation has approved requests for

mortgage loans for the development. Several other high-rise apartment projects as well as the construction of a number of new post office buildings were planned for the area. These undertakings together with road construction projects, should provide employment for local construction workers for several months.

Most of the construction activity in the Sault Ste. Marie area was of an institutional nature. One major exception was the new mill being built for Algoma Steel which was nearing completion. Other major undertakings included the construction of a new wing at Cambrian College, a project which should take six to eight months.

Unusually heavy rainfall in Sault Ste. Marie and other areas of the Northern Ontario district hampered construction activity throughout the month of September. A shortage of skilled tradesmen existed in the Fort Frances area as a result of numerous construction and renovation projects. Among the larger projects underway was the building of a power transmission station by the Ontario Hydro Commission. The Fort Frances-Rainy River Board of Education has called for tenders on a new elementary school with work to commence in October. Meanwhile, anticipated fall layoffs commenced at the site of the future Hydro Generating Station at New Liskeard. The work force has been reduced from 870 to approximately 630 over the period.

In the **wholesale and retail trade** sector, there was a trend in many areas toward the hiring of part-time help to cut costs. Often students hired for the summer months were retained on a part-time basis thus reducing the number of workers required to replace students who normally withdraw from the labour force. Some increase in sales was realized in September but this was largely seasonal in nature and was attributable to "back-to-school" buying. Some employers seemed optimistic with regard to business volume in the next couple of months, particularly as the Christmas season approaches and additional openings for sales personnel should be forthcoming.

Shipments of grain and iron ore from Thunder Bay continued to surpass last years' levels with grain storage and shipments having increased particularly in the second half of September. Approximately 100 new employees were hired by the major elevator companies and the high level of activity should continue until the end of the navigation season.

In the **community, business and personal services** sector, the usual demand for babysitters and housekeepers and cooks and other restaurant help was apparent. Some shortages of medical personnel, nurses, speech therapists and physiotherapists have

been reported, particularly at Sault Ste. Marie. The opening of the new Holiday Inn at Sudbury provided a number of new positions for those in service occupations and a staff of 100-130 workers will eventually be employed.

3 — EASTERN ONTARIO

Employment continued its seasonal expansion during September and October but not enough to absorb the growing labour force; unemployment thus remained at an above normal level. Significant excess capacity plagued the textile, electronics, aircraft parts and retail trade sectors of the economy. The greatest impetus to the growth for the period was in the construction, food and beverage, electrical goods and miscellaneous manufacturing industries.

In **agriculture** there were the usual harvest shortages of casual pickers and other types of farm help especially in the Napanee, Trenton and Brockville areas. Caribbean workers were again brought in to assist in the harvest; these men proved to be satisfactory and helped to avert severe shortages. Crops were generally good except for an early frost, which damaged the apple harvest in some areas, and prices remained stable.

A strong reversal occurred in the previously depressed **construction** sector. Much of the district was operating at near capacity as the ailing commercial and residential segments of the industry joined the healthy expansion in institutional construction. In Kingston, the value of building permits issued in August 1970 was 76 per cent above the same month in 1969 whereas the June 1970 figure was 42 per cent below the June 1969 level. Only Pembroke, Lindsay, Napanee and Renfrew went counter to this general uptrend and even in these areas conditions had improved over the earlier levels. Reasons given for the favourable outlook included the large pent-up demand for housing, somewhat reduced inflation, lower mortgage rates and increased subsidization of low-cost housing. The less active areas listed above had labour surpluses of all kinds whereas in other areas shortages of carpenters, bricklayers, plasterers and various non-union construction tradesmen existed.

The construction upswing is coming at an opportune time as the increased productivity of the large centralized farmers and the cost/price squeeze are further pressuring marginal farmers to leave the land. With construction jobs more plentiful these persons will have greater opportunities to find non-farm work.

Manufacturing was, together with construction, the brightest sector in the district's economy during September and October and the outlook was for an even better level of activity in the coming months. Major new plants in the Kingston area, details of which were mentioned in the last Review, together with numerous smaller new plants and expansions which were continually being announced, pointed to a basic improvement in the manufacturing pattern of Eastern Ontario.

With the coming of so many new manufacturing plants, some real progress in reviving the district's economy is being accomplished. A great deal of the credit must go to the incentives programs of the federal Department of Regional Economic Expansion and the provincial Ontario Development Corporation. In addition to these incentives, there are the advantages of access to markets, lower wages for skilled labour, an easier cost of living and more agreeable environmental conditions.

The shorter term developments included the announcement by Phillips Cable Limited, Brockville, of a \$700,000 expansion of its cable manufacturing facilities; when completed, 25 new jobs will have been created, rising to 38 new jobs over the next two years. The food and beverage sector was also active: Quaker Oats Company of Canada Limited, Peterborough, hired ten males and recalled six females as part of a seasonal increase in its processing work; Corby Distilleries Limited, Belleville, increased for the third straight year its grain corn purchases, thus benefiting area farmers. Another growing sector, miscellaneous industry, included Compo Records (Ontario) Limited, Cornwall, which had hired over 100 young women in the past two months because of increased sales.

In contrast to the improvement in general manufacturing were the continuing difficulties of the textile industry. In September, Renfrew Textiles Limited, Renfrew, laid off 18 persons, mostly carders and spinners, because of deteriorating market conditions. In spite of these developments, however, the district still showed shortages of sewing machine operators, finish sewers and tailors. The electronics and aircraft parts industry, because of cutbacks in military expenditures, also continued having layoffs, short work weeks and closures. Renfrew Aircraft Limited began the initial phase of a possible total termination of production. A total of 209 workers, highly skilled engineers, draughtsmen, machinists and tool-and-die makers will be affected. However, because there are shortages of similar highly skilled tradesmen in other parts of the district and Region, alternative job opportunities should be quickly found.

The United Auto Workers' dispute with General Motors had little impact on Eastern Ontario; the only firm affected at time of writing was Duplate Canada Limited in Hawkesbury with 100 men laid off.

In the **retail trade** sector, sales were generally down and the short term outlook was not promising. In Arnprior, one retail clothing store closed due to poor business and in Cornwall several previously closed stores remained shut. In Ottawa, retail sales were down 2.5 per cent over last year's levels and few firms increased their staffs during September and October. Among the various reasons given for the decline were the general tight money situation, high unemployment and reduced tourist spending. As a result of this downturn in sales together with the new minimum wage, a new pattern of hiring is emerging: many retailers hire fewer regular and more part-time workers in order to increase their flexibility in the face of the cyclical nature of the industry and generally rising costs. The increase in part-time employment may provide new opportunities to working mothers and students.

In the **service** sector, reports on the tourist industry indicated a good year in terms of volume of tourists but a decline in actual tourist dollars spent. In spite of such problems, new recreational developments such as a \$1,250,000 year-round complex was being built in the Renfrew area by Calabogie Investments Limited; work had already started on this project and it was hoped that part of the facilities would be ready this winter.

There was considerable activity in the nursing home business, especially in Carleton Place and Cornwall with large new operations seeking workers. Demand for nurses aides and other related occupations was generally high in the district. In other service industries, there was an increased demand for waitresses, bilingual stenographers, fully qualified social workers and medical personnel such as physicians, dentists and physical therapists. On the other hand, surpluses existed for inexperienced key punch operators, inexperienced clerical and sales help (especially in Lindsay), chemists, chemical engineers and general arts degree graduates.

4 – NIAGARA – HAMILTON – MID-WESTERN ONTARIO

NIAGARA-HAMILTON

Economic activity in the Niagara area centred upon significant changes in several large industries. On the one hand, the major labour dispute drastically reduced production and employment levels in the automotive industry, the effects being felt not

only by the strike-bound firm but also by many of its parts suppliers. On the other hand, expected production activity led to the recall of many laid-off personnel in each of the agricultural machinery, railway rolling stock and aircraft industries. These events occurred against the background of seasonal manpower demand furnished by the agriculture, canning, and construction sectors, but maintained the economic uncertainty which the Niagara area has faced for much of 1970.

In **agriculture**, peak harvesting occurred in early September, with the resultant demand for farm workers. Activity in the fruit belt centred upon the grape, peach and pear harvests; Brantford area farmers completed the tobacco harvest by mid-September and began grading and stripping operations. Corn harvesting and the sowing of winter wheat characterized the Welland-Port Colborne area. While permanent workers replaced students in September, most seasonal employment, except for apple-picking, was terminated in October.

Niagara food processors also encountered peak production levels during the period, with the emphasis on corn, tomatoes, peaches and pickles. In September, for example, 900 placements were made at St. Catharines area canners, with a further 40 at wineries. Welland area firms encountered a shortage of female cannery workers, while noticeable staff expansions were also apparent at food processing plants in the Hamilton vicinity.

Characteristic of this year's agricultural and cannery labour market was the tendency for prospective workers to apply directly to employers, as the absence of alternative employment, especially for those on strike or layoff, increased competition for jobs and reduced turnover rates.

During September, provincial legislation to control quarrying activity along the Niagara Escarpment resulted in the imposition of temporary production permits of varying length on many quarries. While no noticeable manpower effects have resulted from the legislation as yet, employment reductions could result as the temporary permits expire.

Of central importance to the **manufacturing** sector was the September 15 strike by the United Auto Workers Union against General Motors of Canada Limited in St. Catharines. The firm's 6,521 production employees were directly involved although its office staff of 1,200 remained at work. Several parts suppliers were immediately affected; Hayes-Dana Limited of Thorold laid off 400 production workers, while Thompson Products Limited, St. Catharines, laid off 120 assemblers.

The impact of the General Motors dispute was also observed in the electrical products field. Brant-

ford's United-Carr Canada Limited, a manufacturer of signal flashers, laid off 150 female assemblers in September. In contrast, however, Lanark Manufacturing Company, Dunnville, which produces automotive wiring assemblies for one of General Motors' competitors, maintained peak production levels in September and hired 100 female workers as its main customer increased output levels.

Continuing signs of uncertainty were apparent in the Niagara Peninsula textile industry. Manpower demand remained low in relation to past years' levels, reflecting the industry's attempts to rationalize production processes in view of expected legislation. Hirings reflected replacement labour demand, particularly in the Hamilton area, while some firms continued to pare their staffs to increase operating efficiency. In contrast to this general picture, Dominion Fabrics Limited, Dunnville, reacted to continuing sales and production strength by hiring 20 male workers. Other local labour-intensive industries showed uncertainties similar to those in textiles; while no layoffs have occurred among Port Colborne's shoe manufacturers, one firm was on a four-day week for half of September.

During the period under review, the area labour market was able to re-absorb about 40 of the 140 employees released through the closure of Garden City Paper Mills Company Limited in St. Catharines. The plant was considered obsolete and incapable of producing at costs low enough to meet increasing U.S. competition in this field.

The Niagara Peninsula primary metals industry has adopted a "wait-and-see" attitude toward the fourth quarter of 1970. Several local firms did not fully replace their summer students, while new hirings, which are often strong at this time of year, were minimal at such large firms as the Steel Company of Canada Limited and Dominion Foundries and Steel Company Limited, both of Hamilton, as well as Port Colborne's International Nickel Company of Canada Limited. In addition, a 30-man layoff at Stelco's Page-Hersey Works in Welland could be prolonged by the General Motors stoppage. Area steelmakers felt that steel exports could be reduced by the floating Canadian dollar, and that domestic markets could be affected by greater European and Japanese competition if the United States legislates limits on these countries' penetration into the American market. The industry's main area of sales optimism revolved around the pipeline market and the end-of-year increase in construction activity. Long-run confidence in the future of the steel industry was reflected by continuing plant expansions at Stelco and Dofasco, each of which involves the expenditure of over \$80 million.

Production and employment remained active in the diverse metal fabricating sector and resulted in strong demands for machinists and pattern makers. Welmet Industries Limited, Welland, and BLH-Canada Limited, Dundas, each maintained production activity on large contracts, and sought skilled machine tradesmen. Similarly, further hirings of cutters and welders were apparent at Fort Erie's Horton Steel Works Limited. Seasonal demand for tin cans led Burlington's Canadian Cannery Limited to hire personnel to be trained on the firm's stamping and forming machines.

A conflicting picture emerged in the structural metal subsector. While James United Industries of Port Robinson encountered increasing layoffs and the growing possibility of a plant phase-out, the fortunes of other local firms showed sharp contrast. Newman Structural Steel Limited, Welland and Hamilton's Bridge & Tank Company of Canada Limited both maintained high employment levels as a result of large contracts, and sought structural steel fitters.

The depressed Niagara agricultural machinery industry could pick up next year as a result of a sharp improvement in the export market position of Canadian wheat. Bad weather has affected the harvests of other wheat-producing nations, with the result that Canadian wheat exports in the 1970-71 crop year were expected to be much better, with significant effects on the western agricultural equipment industry. Some improvement was apparent among area firms in September and October. In Brantford, Massey-Ferguson Industries Limited's combine plant recalled 150 men in mid-September to manufacture manure spreaders, although it released 44 salaried personnel at that time. The firm expected to recall a further 400 production workers in December when combine manufacture was expected to resume. Massey-Ferguson also recalled a total of 700 men at its foundry and Verity works. Most laid-off employees at John Deere Welland Works had been recalled by the end of October, while Hamilton's International Harvester Company of Canada Limited also began to call back workers, and hoped to have 100 employees recalled by Christmas. However, this improvement was not universal; Brantford's White Motor Corporation of Canada Limited, Farm Equipment Division, remained closed at time of writing.

While the General Motors labour dispute resulted in a greatly subdued level of automobile production, other transportation equipment firms encountered improvements in employment and production levels during September and October. Fleet Manufacturing Limited, Fort Erie, a manufacturer of aircraft components, began to recall some of the

350 production workers who had been laid off since 1969, and hoped to call back 50 workers during the next two months. Hamilton's National Steel Car Corporation Limited, the Peninsula's major manufacturer of railway rolling stock, continued to react to \$40 million in new orders and furthered its attempts to hire 750 fitters, assemblers, painters, welders and labourers by October 1. The firm has undertaken a training-in-industry program to train 300-400 persons on semi-automatic welding equipment.

In the non-automotive electrical products industry, contrasting developments characterized separate plants of the Canadian Westinghouse Company Limited: while the Brantford plant reacted to a lack of orders by laying off 80 female assembly workers in September and closing for two weeks in October, the opposite was the case at the firm's two Hamilton plants; strong output levels at the company's Hamilton transformer and generator plant contributed to a demand for tool grinders and instrument men, while steady manpower requirements at their appliance plant reflected activity on the 1971 appliance models.

A major staff reduction in the chemical industry gave further indications of the degree of competition facing chemicals, and was in keeping with the reduced profit levels apparent in the industry at the national level. Niagara Falls' Cyanamid of Canada Limited plant planned to shut down two of its three operating furnaces in the next 15 months, which would affect 70 hourly-rated employees by the end of this year. During 1971, a further 130 employees will be released. In contrast, Union Carbide Canada Limited, of Welland, continued to remain active; during September, it hired 35 workers to replace students, and to date employed 140 more people than in 1969.

In the area's non-metallic minerals industry, several Niagara Falls' abrasives manufacturers encountered layoffs which appeared to be aggravated by the General Motors stoppage. One firm, the Norton Company, supplies abrasives for the manufacture of grinding wheels, which are used extensively by the automobile industry. The firm laid off 32 plant workers in September, bringing to 60 the number of workers laid off since July.

Construction activity in some Niagara area municipalities encountered seasonal increases in September and October, reflecting builders' efforts to close in projects before winter placed limitations on outside construction. Of prime importance in the residential sector, however, was a recent Federal Government infusion of \$200 million at the national level, aimed at improving low-income housing con-

struction. That portion of the funds allocated to the Niagara area has received an excellent response from local builders, and will contribute to a significant increase in residential construction by the end of 1970. In the Hamilton area, these federal funds have been responsible for about 800 additional units, augmenting the large non-residential projects which to date have formed the nucleus of construction activity in the city. In late October, work was begun on Hamilton's \$100 million Civic Square Development which was expected to provide employment for hundreds of tradesmen during its period of construction.

In the non-residential field, school and hospital construction remained of central importance. Road construction and other excavation projects formed a major component of construction activity in the Niagara Peninsula, as work progressed at several points along the Queen Elizabeth Highway. In addition, Peter Kiewit & Sons Company of Canada received a \$6.5 million contract for excavation in the Port Colborne area – another of the contracts associated with the rerouting of the Welland Canal.

Manpower demand in the **trade** sector showed an overall seasonal increase in September, a reflection of the higher sales levels resulting from back-to-school purchases. During October, increased hirings of part-time employees were apparent as some stores sought sales personnel in preparation for Christmas activity. In Niagara Falls, labour market activity reflected an active tourist season which was accompanied by hirings of retail staff. These seasonal increases, however, were subdued in both Brantford and Fort Erie, where sales volumes continued to reflect consumers' reduced incomes and decreased spending in view of layoff situations at major employers in each centre.

During 1970, the area trucking industry has suffered from general reductions in manufacturing activity and reduced levels of shipments. The General Motors labour dispute has added to the uncertainties facing truckers, particularly those in the St. Catharines area. While no layoffs have yet occurred, some drivers have registered at area Canada Manpower Centres as a precaution. In the railway industry, however, reduced automotive shipments have led to layoffs; the Canadian National Railway laid off three five-man train crews and two office staff during the period.

In early September the **service** sector was characterized by educational institutions' requests for maintenance and clerical personnel prior to the start of the new school year. During the balance of the period, health and welfare agencies (particularly hospitals) sought a variety of technical and unskilled

personnel, in keeping with normal hiring practices. In the personal service subsector, the emphasis on waitresses, maids and kitchen helpers was due in part to employers' efforts to replace summer students. In particular, Niagara Falls remained an active source of labour demand during September and October, on the strength of a busy tourist trade, which gave way in October to healthy convention activity.

Other than the General Motors stoppage only one industrial dispute was in progress at time of writing. Some 407 production workers, members of Local 525, United Automobile Workers, stopped work at the John Inglis Company in Saltfleet Township on August 27.

MID-WESTERN ONTARIO

Employment conditions during September and October reflected the continuation of reduced levels of economic activity with the number of job openings still significantly depressed. In addition, there was the added impact of the General Motors labour dispute which resulted in a number of layoffs among car component manufacturers. In contrast to the current slowdown, the capital goods industries generally remained active with high levels of employment. The major sources of slackness appeared to be firms in the consumer goods industries, although there was some slight improvement. Seasonal influences were apparent in agriculture, food processing and personal service industries, while in construction employment continued to lag.

In **agriculture**, the limited increase in employment activity noted throughout the summer months was partly maintained. Work on the grain harvest ended in early September and gave way to corn and beans. Apart from seasonal labour demanded for these operations, there were only a few hirings of experienced dairy help for year-round work. In urban areas, there was some further hiring of landscape workers for sodding and tree and shrub work.

In the **manufacturing** sector, employment levels improved with the return to work following the vacation layoff period which in many instances had been extended beyond normal.

For food and beverage processing firms, which are among the major employers, conditions remained busy. The withdrawal of students from the labour market coincided with a marginal reduction in production activity in meat processing. On the other hand, biscuit and confectionery manufacturers increased production and employment slightly in early preparation for the festive season. Canning firms were also busy processing crops such as corn and carrots.

Conditions in the rubber industry varied, but on the whole, production continued at high levels. Tire manufacturers who are among the district's major employers, remained busy and emerged relatively unscathed from the labour dispute at General Motors. Other manufacturers of rubber components for cars were less fortunate and some production cutbacks and layoffs occurred as a result of the dispute. In Stratford, Standard Products (Canada) Limited laid off over 200 production workers. Local rubber footwear manufacturers were maintaining seasonably high levels of production and were experiencing difficulty in recruiting power sewing machine operators, who are in persistently short supply.

The General Motors dispute had its greatest effect on the automotive industries. While there are no General Motors plants in this district, there was a direct impact since several component manufacturers are involved in the production of parts for General Motors and its suppliers. Consequently there were several layoffs, the location worst affected being Kitchener, where the initial short-run effect was the layoff of approximately 1,000 workers (mainly production workers and assemblers) at a variety of firms. Manufacturers who produce primarily for the other major car firms were maintaining high levels of production. However, there were several other firms who, while generally unaffected, had postponed hiring and were watching the situation closely. Thus a protracted dispute may result in additional layoffs. Few of those workers who were laid off attempted to seek alternative employment.

The electrical products industry was experiencing a limited improvement over recent months. Electronic components manufacturers such as Audio Transformer Company Limited, Marsland Engineering Limited and Electrohome Limited were maintaining high production levels. Electrohome has embarked on a training-in-industry program to retrain over 300 workers mainly in assembly and testing occupations. There were some layoffs, such as occurred at Raytheon Canada Limited on the completion of a contract for its Digital Information Display System Units, but these were minor. For electrical appliance manufacturers, conditions were less buoyant, with production and employment still lagging somewhat in the face of poor sales. The industry's only major labour dispute continued at Galt at the Franklin Manufacturing Company (Canada) Limited, where nearly 400 production workers have been out since April with wages the main issue in the dispute.

In the machinery industries, production levels remained buoyant. The Dominion Road Machinery Company Limited in Goderich continued to operate at peak capacity on its \$6 million road grader

order from Turkey. At Galt, Babcock & Wilcox Canada Limited, which manufactures steam generating equipment, was progressing with the expansion of its operation; the firm announced the award of a big contract of \$67 million from Ontario Hydro for the generating stations at Nanticoke and Douglas Point.

In the case of the primary metal and metal fabricating industries, the general economic slowdown was beginning to produce a perceptible effect on employment. The reductions have been by small intermittent layoffs, but there were instances of larger cutbacks in employment: Rockwell Manufacturing Company of Canada Limited and Federal Wire and Cable Company Limited at Guelph between them had over 150 workers on layoff in September.

Elsewhere in the manufacturing sector, conditions varied. In the furniture and fixture industry, which is concentrated mainly around Kitchener and Stratford, the slowdown in construction of private dwellings to date continued to exert a depressing influence. There have been a number of layoffs (most of which were small) over the last few months and many were still in effect. Among the larger scale cutbacks was the layoff of 127 workers at Electrohome Limited's Deilcraft Home Furnishings Division at Kitchener, in effect since early July; the company's furniture plant in Milverton also recently experienced a minor layoff. On the positive side, manufacturers of institutional and commercial furniture were continuing to produce at moderately high levels, although hirings were limited and restricted mainly to replacement demand.

In the textile industry, production continued at a steady pace among firms producing woollens and worsteds, and there were shortages for occupations such as weavers, machine fixers and machine operators. The clothing industries were also active. Large shirt manufacturers in Kitchener, such as John Forsyth Company Limited and Cluett Peabody Company of Canada Limited continued to maintain high production levels as a result of the demand for men's coloured shirts. On the other hand, there were instances of production cutbacks. Firms producing yarn for the carpet industry reported that the economic slowdown was affecting production. In addition, there were a few instances of minor cutbacks among firms producing felt and upholstery fabrics for the auto industry.

The shoe industry was continuing to experience difficult conditions in the face of foreign competition. However, local manufacturers appeared to be able to maintain production at moderate levels and with the recall of workers during September, there were only a limited number on layoff.

While the normal seasonal pattern of **construction** follows a trend towards reduced activity by October, the current levels were significantly lower than normal. This was despite the impetus given by the settlement in August of three disputes involving a range of occupations including bricklayers, labourers and plasterers, and the subsequent resumption of work. The strike had effectively shut down nearly all major institutional and commercial construction work in the Golden Triangle. However, there was still some curtailment of work because of the continuation of a dispute involving 500 plumbers and pipefitters which began on August 11. Projects such as the \$7.5 million apartment building at the University of Waterloo and two commercial developments totalling \$8 million were affected. Residential construction continued to lag although there was some impetus as a result of the Federal Government's injection of additional funds into low income housing projects.

For the **transportation** industries, there was a resumption of trucking activity in September following the vacation slowdown in August. However, the effects of the construction lag have resulted in a continued reduced demand for truck drivers. In addition, there has been an indirect effect from the General Motors dispute which caused a limited number of layoffs among local firms. Demand however remained buoyant for "class A" auto and truck drivers.

In the **finance, insurance and real estate** sector, local banks and trust companies were hiring a limited number of clerical staff mainly for replacement purposes. Similar conditions prevailed in the insurance industry, which is concentrated at Waterloo. Financial and insurance institutions, however, are constantly on the lookout for grade 12 and 13 graduates for management trainee positions. Hiring in real estate remained poor as a consequence of slack activity in the housing market.

Retail trade continued to lag particularly in larger items such as furniture and appliances. However, the growth in the number of large retail outlets continued to reflect the development and growth of the area, and to create flurries of demand for sales personnel.

In the **service** sector, employment levels remained stable in segments such as education and health and welfare. While there was some hiring activity, it was restricted mainly to maintenance workers and clerical staff. The completion of the major addition to the Kitchener/Waterloo Hospital seemed unlikely to add significantly to their require-

ments of nursing and other professional staff. In Stratford the termination of the Festival brought a reduction in the tourist trade and an accompanying slackening in demand for workers such as waitresses and short order cooks. On the other hand, the commencement of the fall semesters at the universities at Waterloo and Guelph brought an increase in hiring activity and recalls of workers in service occupations.

In the **public administration** and defence segment, the major development continued to be the phasing out of the Canadian Forces Training Base at Clinton in Huron County. About 100 of the 216 houses and apartments will be vacant by December and permanent civilian staff (mainly service personnel) dropped from 256 to 195 causing a growing softness in local labour markets. The Base is due to close on September 1, 1971 and as yet, there is no indication of any other organization or Department taking it over.

5 — SOUTHWESTERN ONTARIO

Employment in the harvesting of this year's agricultural crops was down despite the ideal season and bumper crops; as a result of the fewer jobs available and the early completion dates for harvesting there were no extreme shortages when students went back to school. At time of writing, over 300 people had been laid off as a result of the United Auto Workers Union strike against General Motors of Canada Limited; company and union officials continued to meet. Seasonal layoffs and generally cautious behaviour of consumers depressed employment conditions in the manufacturing industries. A year-end upturn was forecast for the construction industry, especially in the housing sector.

In **agriculture**, the Ontario flue-cured tobacco harvest was completed. It was expected that the 93,000 acres would yield 196 million pounds. Hiring had begun for strip room workers to strip, grade and bale the crop and marketing will commence on November 5 at the Ontario Flue-Cured Tobacco Growers Marketing Board's three locations. Simcoe CMC reported that the 12,000 tobacco farms employed an average of four females and one male for a total labour force of 60,000 workers.

Tomato growers also reported an excellent crop this year. Sales to the canning industry averaged 20 tons per acre at \$45 per ton. Equally good harvests were reported for most of the other crops, but there were few cases of labour shortage. Most of the 260 Caribbean workers returned home after the tobacco and millet harvest.

Manufacturing was seriously affected by the big industrial dispute between the United Auto Workers and General Motors, with production halted at the transmission and trim plants in Windsor and at G.M. Diesel in London. Directly affected were some 3,000 auto workers, with repercussions being felt in the automobile parts industry. Several parts manufacturers experienced layoffs, but many firms were able to avoid these by shipping to more producers other than General Motors or by re-assignment of workloads. Windsor CMC and local firms reported that peak production by Ford Motor Company of Canada Limited and Chrysler Canada Limited was able to absorb the volume of parts produced and the registered clients for work in the automobile industry. Unless sales increased, repercussions would soon be felt by firms avoiding layoffs in this way. There was a reduction in registered vacancies and also some indication of deferred hirings in the parts industry. Some of the tool-and-die shops with General Motors contracts were forced to lay off workers.

The future of the 1965 Automotive Trade Agreement is currently under review by the relevant Canadian and U.S. authorities and the continued prosperity of the Canadian automobile industry will depend heavily on the outcome of these discussions. The loss of \$600 million annually in sales of auto parts has not helped the United States balance of payments position: Kelsey-Hayes Canada Limited, a Windsor manufacturer of a wide range of wheels, brake drums, wheel hubs and other components, reported that, since the Agreement, sales were up 100 per cent to \$53 million; in addition, by late September the large volume of small car production in Ontario had increased Canadian car output by 1 per cent over last year for the comparable period while U.S. production was down 14 per cent.

Labour demand by the food processing industry was strong but no extreme shortages were reported, even after students withdrew from the labour force. More than 25 women were recruited from the Indian Reserves in the Thunder Bay and North Bay CMC areas by Simcoe area processing plants.

A major part of the **construction** activity in the London vicinity is taking place on the University of Western Ontario campus. More than \$45 million worth of buildings, including a \$35 million University hospital, were under construction. The other major project was a \$7 million campus centre which would be partially completed by 1971. The pace of construction was expected to remain constant for the next year or two. A \$10 million Social Science Centre project has been put out for tender, the nine-storey building to be completed by the fall of 1972.

Construction on a new Salvation Army London Citadel was expected to begin in November with a completion date set for May 1971. Construction costs would be \$352,000. Included in the Inter-provincial Pipe Line Company's 1971 expansion program is a substantial addition to compression capacity near Sarnia; in the same area the capacity of the line would be boosted and construction of the second line from Sarnia to Toronto would get 35 miles closer to completion.

Several construction projects were part of anti-pollution program expenditures: H. J. Heinz Company of Canada Limited in Leamington was installing a \$500,000 waste water treatment plant; at the Shell Canada Limited refinery in Sarnia, a new \$215,000 air flotation unit was installed. This project and the previous installation of a \$210,000 brine pond ensures that the cooling water used by the plant is oil free before it is returned to the St. Clair River. Ontario Hydro will install silencing mufflers at the Lambton generating station at a cost of nearly \$27,000. The generating station has taken approximately five years to complete and has provided employment for large numbers of skilled and semi-skilled workmen. Sarnia CMC reported that as construction of the project neared completion, many of the tradesmen were unemployed. Chrysler announced in late September that it would convert its Windsor powerhouse from coal- to gas-fired boilers starting next April; the project would cost about \$1 million and was scheduled for completion late next year. In Wallaceburg, work was being rushed on the Dover Township lagoon treatment plant for Libby Container Company Limited for completion dated December 1, 1970. Water pollution control equipment valued at more than \$100,000 would be installed at Canadian Pittsburgh Industries Limited, London, by the first of next year.

With more money from the Federal Government made available for mortgages, it was hoped that the increase would be reflected in the number of housing starts. It was expected that the flow of private funds would not be forthcoming until later in the year or early in 1971. In London, permits issued for single dwelling units in September 1970 exceeded the figure for the year earlier month for the first time since June. Ontario Housing Corporation issued development proposal invitations for Strathroy and Wallaceburg for the construction of 20 family and 59 senior citizen units. London was attempting to get support for a co-operative housing project for 88 units for senior citizens and Sarnia reported that a 24-unit Senior Citizens Development and an 86-lot subdivision had been approved under the provincial "Home Ownership Made Easy" (HOME) program.

Employment opportunities in the construction industry did not appear encouraging for the last quarter. London, Sarnia and Windsor all reported that skilled tradesmen were registered at their CMCs in surplus. As the major construction projects were completed and seasonal layoffs began, more registrations were expected.

September brought about the seasonal increase in most **retail trade** outlets. A considerable number of hirings took place, some to replace students returning to school. There did not appear to be any shortages resulting from this increased hiring as most CMCs had a good supply of well qualified sales persons. Most of the London area department stores have advanced their wages to meet the new minimum wage legislation coming into effect. Small shops and specialty stores may undergo a cutback in staff when the new legislation becomes effective.

The phasing out of the Canadian Forces Maintenance and Supply Depot continued as another 74 civilian employees received their notices to terminate employment with final closure set for September 1, 1971. To date 144 of the original 450 employees have left.

Except for the General Motors stoppage, there

were no major labour disputes in the district. At the Canadian Bridge Company, Windsor, a possible dispute would affect the company's 400 employees. Settlements were worked out by McCormicks Limited in London and the Borden Company Limited and Moto-Machine Company Limited in Woodstock without stoppages. The U.A.W. have obtained certification to bargain for employees of Universal Engineering and Tool Works in London and was awaiting notice of certification to bargain for employees of Firestone Steel Products of Canada Limited, also in London. In the last quarter of 1970, contracts will expire at Ford (Windsor), for office and clerical employees, Kelsey-Hayes (Windsor) for 650 auto workers, Victoria Hospital (London) for 700 service employees, the City of London for 550 public employees, and Union Gas Company and United Gas Company for 1,200 chemical and oil workers in Southwestern Ontario.

The student placement office at the University of Western Ontario reported that an estimated 95 per cent of that university's students who sought summer jobs were successful. In a similar survey of high school students entering the University, 89 per cent were successful.

* * * *

THE 1970 SUMMER STUDENT EMPLOYMENT PROGRAM

The Hon. Otto E. Lang, Minister of Manpower and Immigration, recently announced that a total of 104,000 students, an increase of 39 per cent over 1969, were placed in employment this summer by Canada Manpower Centres and University CMCs, and reflected continued attempts to improve Manpower service. The increase in placements through Canada Manpower Centres also reflected good co-operation from business and industry. Many community organizations made significant contributions to the success of the program, but even so, many students and other members of the labour force faced real difficulties throughout the summer months. It is hoped that many more will benefit from the services of Canada Manpower Centres next year.

In addition to the CMC initiatives, the Government of Canada took a decisive step to assist students by providing a total of 17,200 jobs in the public service. Total salaries amounted to \$18.5 million. A comprehensive advertising campaign was also conducted to enlist the support of employers in providing jobs for students. Student placement officers, who were assisted by some 570 post-secondary and high-school students, followed up the campaign with personal visits to employers to pinpoint job opportunities.

Student placement offices had approximately 257,000 registrations, discounting those by students who registered a second time or at another placement centre. High-school student registrations totalled 172,000, almost the same as the 1969 figure. Post-secondary registrations numbered 85,000, an increase of 20 per cent over last year.

Student Placements by Region in 1970

<i>Region</i>	<i>Number of Students</i>	<i>Percentage Increase over 1969</i>
Atlantic	13,575	55
Quebec	24,823	96
Ontario	37,205	20
Prairie	19,107	30
Pacific	8,914	18
CANADA	103,624	39

Post-secondary students fared better than high-school students in obtaining employment. More than 55,000 post-secondary students, representing an increase of 48 per cent over 1969, were placed compared with 48,600 high-school students for an increase of 31 per cent. The situation was reversed in Ontario where high-school placements outnumbered post-secondary placements by 19,240 to 18,000.

To assist in determining the status of 179,000 students registered at the peak of summer, a telephone sample survey was conducted. It showed that 68 per cent had obtained jobs, either through CMCs/UCMCs or on their own efforts. Of the 32 per cent still seeking work, 27 per cent were post-secondary students and 73 per cent were high-school students.

In addition to the information already gathered, students on 60 campuses were being asked to complete a questionnaire on their 1970 work experiences and their plans for 1971. The results will be of great value to both government and private groups in planning measures to meet labour force requirements in 1971. As a result of this program, many students have been able to earn money and continue their education.

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**REGISTRATIONS OF UNEMPLOYED CLIENTS SEEKING EMPLOYMENT,
BY CANADA MANPOWER CENTRES IN ONTARIO**

August 31, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment</i>
Arnprior	416	Niagara Falls	1,517
Barrie	3,949	North Bay	2,240
Belleville	1,625	Oakville	2,186
Bracebridge	719	Orillia	1,469
Brampton	1,698	Oshawa	2,533
Brantford	2,557	Ottawa	6,014
Brockville	491	Owen Sound	1,521
Carleton Place	462	Parry Sound	162
Chatham & Wallaceburg	2,399	Pembroke	1,365
Cobourg	1,092	Perth	409
Collingwood	829	Peterborough	3,329
Cornwall	3,597	Picton	299
Elliot Lake	682	Port Colborne	643
Fort Erie	600	Prescott	1,063
Fort Frances	591	Renfrew	837
Galt	1,856	St. Catharines	7,065
Gananoque	183	St. Thomas	939
Goderich	431	Sarnia	3,808
Guelph	1,334	Sault Ste. Marie	2,922
Hamilton	18,882	Simcoe	848
Hawkesbury	836	Smiths Falls	587
Kapuskasing	1,658	Stratford	565
Kenora	1,059	Sturgeon Falls	723
Kingston	3,371	Sudbury	2,331
Kirkland Lake	850	Thunder Bay	5,847
Kitchener	2,942	Tillsonburg	403
Leamington	489	Timmins	2,367
Lindsay	1,199	Toronto Metro	101,593
Listowel	366	Trenton	1,507
London	9,282	Walkerton	875
Midland	1,310	Welland	3,168
Napanee	754	Windsor	4,566
New Liskeard	775	Woodstock	1,053
Newmarket	2,174		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, August, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

**REGISTRATIONS OF UNEMPLOYED CLIENTS SEEKING EMPLOYMENT,
BY CANADA MANPOWER CENTRES IN ONTARIO**

September 30, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment</i>
Arnprior	501	Niagara Falls	1,267
Barrie	3,413	North Bay	2,007
Belleville	1,984	Oakville	1,938
Bracebridge	702	Orillia	1,335
Brampton	1,773	Oshawa	3,077
Brantford	2,800	Ottawa	7,153
Brockville	418	Owen Sound	1,413
Carleton Place	449	Parry Sound	222
Chatham & Wallaceburg	2,589	Pembroke	1,542
Coburg	931	Perth	331
Collingwood	763	Peterborough	3,659
Cornwall	3,328	Picton	258
Elliot Lake	512	Port Colborne	477
Fort Erie	687	Prescott	743
Fort Frances	409	Renfrew	627
Galt	1,908	St. Catharines	5,035
Gananoque	244	St. Thomas	847
Goderich	371	Sarnia	3,715
Guelph	1,699	Sault Ste. Marie	2,440
Hamilton	17,393	Simcoe	853
Hawkesbury	608	Smiths Falls	384
Kapuskasing	1,137	Stratford	698
Kenora	741	Sturgeon Falls	508
Kingston	3,429	Sudbury	2,422
Kirkland Lake	602	Thunder Bay	4,165
Kitchener	3,497	Tillsonburg	437
Leamington	371	Timmins	2,395
Lindsay	968	Toronto Metro	83,982
Listowel	347	Trenton	956
London	10,092	Walkerton	638
Midland	1,208	Welland	2,233
Napanee	766	Windsor	4,097
New Liskeard	642	Woodstock	973
Newmarket	1,920		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, September, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

**CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
TORONTO AND CENTRAL ONTARIO		
Toronto Metro	P.O. Box 420, Station Q, Toronto 7	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, Willowdale	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, Weston	(416) 247-8261
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Collingwood	72 Hurontario Street	(705) 445-1010
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Oakville	130 George Street	(416) 845-3891
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Walkerton	12 Jackson Street East	(519) 881-2010
NORTHERN ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Thunder Bay (FW)	130 S. Syndicate Ave., Station 'F'	(807) 622-2731
Thunder Bay (PA)	244 Lincoln Street, Station 'P'	(807) 344-6601
Timmins	12 Elm Street North	(705) 264-4366
EASTERN ONTARIO		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cobourg	281 McGill Street	(416) 372-3326
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759

**CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
EASTERN ONTARIO (cont'd)		
Kingston	395 Princess Street	(613) 546-3641
Lindsay	34 Cambridge Street South	(705) 324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613) 354-3367
Ottawa	385 Slater Street	(613) 235-1851
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Peterborough	130 Hunter Street West	(705) 745-0551
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NIAGARA—HAMILTON—MID-WESTERN ONTARIO		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Goderich	35 East Street	(519) 524-8342
Guelph	70 Fountain Street East	(519) 822-3150
Hamilton	135 James Street South	(416) 525-1951
Kitchener	29 Duke Street East	(519) 579-1550
Listowel	125 Argyle Avenue North	(519) 291-2920
Niagara Falls	5853 Peer Street	(416) 356-1551
Port Colborne	Federal Bldg., Elm & Charlotte Street	(416) 834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416) 685-5436
Stratford	100 Albert Street	(519) 271-4120
Welland	38 King Street	(416) 735-3951
SOUTHWESTERN ONTARIO		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Leamington	74 Talbot Street West	(519) 326-6141
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
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MANPOWER CONSULTATIVE SERVICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416) 369-3761
		(416) 369-3755
ONTARIO REGIONAL OFFICE	P.O. Box 23, Toronto Dominion Centre, Toronto 111	(416) 369-3745

**CANADA IMMIGRATION CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
Toronto District Office	480 University Avenue, Toronto 2	(416) 369-3581
Orillia	21/25 Peter Street North	(705) 326-9421
Oshawa	Room 208 A – Post Office Building, 47 Simcoe Street South	(416) 725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416) 677-4212 (416) 676-2830
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705) 254-1475
Fort Frances	P.O. Box 667	(807) 274-3815
Thunder Bay	Room 212, Federal Building, 130 South Syndicate Avenue	(807) 622-0669
Rainy River	P.O. Box 249	(807) 852-3252
Sudbury	Room 349, Federal Building, P.O. Box 663, 19 Lisgar Street South	(705) 673-2214
Timmins	120 Cedar Street South	(705) 264-3104
Ottawa District Office	187 Bay Street, Ottawa 4	(613) 992-5377
Belleville	P.O. Box 253, 3 Station Street	(613) 968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613) 932-2201
Kingston	P.O. Box 726, New Federal Building	(613) 548-8513
Lansdowne	Thousand Islands Bridge	(613) 659-2313
Prescott	P.O. Box 370, Federal Building	(613) 925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416) 525-1951
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416) 871-6960
Guelph	Federal Building, 75 Farquhar Street	(519) 822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519) 744-4161
Niagara Falls	4500 Queen Street	(416) 354-2741
London District Office	Federal Building, 457 Richmond Street	(519) 679-4113
Sarnia	P.O. Box 184, Federal Building	(519) 337-5419
Windsor	P.O. Box 219, 441 University Avenue West	(519) 254-1101
Woodstock	P.O. Box 294, Federal Building	(519) 537-5662

CENTRES D'IMMIGRATION DU CANADA PAR DISTRICT RÉGION DE L'ONTARIO

<i>Centre</i>	<i>Adresse</i>	<i>Numéro de téléphone</i>
Bureau du district de Toronto Orillia Oshawa Aéroport international de Toronto	480 University Avenue, Toronto 2 21/25 Peter Street North Room 208A, Post Office Building, 47 Simcoe Street South P.O. Box 6004, Toronto International Airport, AMF	(416) 369-3581 (705) 326-9421 (416) 725-8311 (416) 677-4212 (416) 676-2830
Bureau du district de Sault Ste-Marie Fort Frances Thunder Bay Rainy River Sudbury Timmins	P.O. Box 56, New Dominion Building P.O. Box 667 Room 212, Federal Building, 130 South Syndicate Avenue P.O. Box 249 Room 349, Federal Building, P.O. Box 663, 19 Lisgar Street South 120 Cedar Street South	(705) 254-1475 (807) 274-3815 (807) 622-0669 (807) 852-3252 (705) 673-2214 (705) 264-3104
Bureau du district d'Ottawa Belleville Cornwall Kingston Lansdowne Prescott	187 Bay Street, Ottawa 4 P.O. Box 253, 3 Station Street P.O. Box 1271, 45 Second Street East P.O. Box 726, New Federal Building Thousand Islands Bridge P.O. Box 370, Federal Building	(613) 992-5377 (613) 968-6885 (613) 932-2201 (613) 548-8513 (613) 659-2313 (613) 925-2595
Bureau du district de Hamilton Fort Erie Guelph Kitchener Niagara Falls	P.O. Box 338, 150 Main Street West Peace Bridge, P.O. Box 1001, Station "B" Federal Building, 75 Farquhar Street P.O. Box 1024, 15 Duke Street 4500 Queen Street	(416) 525-1951 (416) 871-6960 (519) 822-0471 (519) 744-4161 (416) 354-2741
Bureau du district de London Sarnia Windsor Woodstock	120 Queens Avenue P.O. Box 184, Federal Building P.O. Box 219, 441 University Avenue West P.O. Box 294, Federal Building	(519) 679-4113 (519) 337-5419 (519) 254-1101 (519) 537-5662

CENTRES DE MAIN-D'OEUVRE DU CANADA PAR DISTRICT
RÉGION DE L'ONTARIO

Centre	Adresse	Numéro de téléphone
EST DE L'ONTARIO (suite)		
Kingston	395 Princess Street	(613) 546-3641
Lindsay	34 Cambridge Street South	(705) 324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613) 354-3367
Ottawa	385 Slater Street	(613) 235-1851
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Peterborough	130 Hunter Street West	(705) 745-0551
Pictou	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NIAGARA-HAMILTON-CENTRE-OUEST DE L'ONTARIO		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Goderich	35 East Street	(519) 524-8342
Guelph	70 Fountain Street East	(519) 822-3150
Hamilton	135 James Street South	(416) 525-1951
Kitchener	29 Duke Street East	(519) 579-1550
Listowel	125 Argyle Avenue North	(519) 291-2920
Niagara Falls	5853 Peer Street	(416) 356-1551
Port Colborne	Federal Bldg., Elm & Charlotte Street	(416) 834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416) 685-5436
Stratford	100 Albert Street	(519) 271-4120
Welland	38 King Street	(416) 735-3951
SUD-OUEST DE L'ONTARIO		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Leamington	74 Talbot Street West	(519) 326-6141
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SERVICE CONSULTATIF DE LA MAIN-D'OEUVRE BUREAU RÉGIONAL DE L'ONTARIO		
C.P. 23, Toronto Dominion Centre, Toronto 111		(416) 369-3761
C.P. 23, Toronto Dominion Centre, Toronto 111		(416) 369-3755
		(416) 369-3745

CENTRES DE MAIN-D'OEUVRE DU CANADA PAR DISTRICT RÉGION DE L'ONTARIO

Centre	Adresse	Numéro de téléphone
TORONTO ET CENTRE DE L'ONTARIO		
Toronto métropolitain	P.O. Box 420, Station Q, Toronto 7	(416) 363-5931
Commerce et professions	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416) 363-5931
Etiobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrie et métiers	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, Willowdale	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416) 267-8201
Ouest	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, Weston	(416) 247-8261
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Collingwood	72 Hurontario Street	(705) 445-1010
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Oakville	130 George Street	(416) 845-3891
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Walkerton	12 Jackson Street East	(519) 881-2010
NORD DE L'ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Sault Ste-marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Thunder Bay (FW)	130 S. Syndicate Ave., Station 'F'	(807) 622-2731
Thunder Bay (PA)	244 Lincoln Street, Station 'P'	(807) 344-6601
Timmins	12 Elm Street North	(705) 264-4366
EST DE L'ONTARIO		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brookville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cobourg	281 McGill Street	(416) 372-3326
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759

CHÔMEURS ENREGISTRÉS À LA RECHERCHE D'UN EMPLOI
CENTRES DE MAIN-D'OEUVRE DU CANADA EN ONTARIO

Le 30 septembre 1970

Région des CMC		Chômeurs enregistrés à la recherche d'un emploi
Région des CMC		Chômeurs enregistrés à la recherche d'un emploi
Chômeurs enregistrés à la recherche d'un emploi	Arnprior	501
	Barrie	3,413
	Belleville	1,984
	Bracebridge	702
	Brampton	1,773
	Brantford	2,800
	Brockville	418
	Carleton Place	449
	Chatham & Wallaceburg	2,589
	Cobourg	931
	Collingwood	763
	Cornwall	3,328
	Elliot Lake	512
	Fort Erie	687
	Fort Frances	409
	Galt	1,908
	Gananoque	244
	Goderich	371
	Guelph	1,699
	Hamilton	17,393
	Hawkesbury	608
	Kapuskasing	1,137
	Kenora	741
	Kingston	3,429
	Kirkland Lake	602
	Kitchener	3,497
	Leamington	371
	Lindsay	968
	Listowel	347
	London	10,092
	Midland	1,208
	Napanee	766
	New Liskeard	642
	Newmarket	1,920
Chômeurs enregistrés à la recherche d'un emploi	Niagara Falls	1,267
	North Bay	2,007
	Oakville	1,938
	Orillia	1,335
	Oshawa	3,077
	Ottawa	7,153
	Owen Sound	1,413
	Parry Sound	222
	Pembroke	1,542
	Perth	331
	Peterborough	3,659
	Picton	258
	Port Colborne	477
	Prescott	743
	Renfrew	627
	St. Catharines	5,035
	St. Thomas	847
	Sarnia	3,715
	Sault Ste. Marie	2,440
	Simcoe	853
	Smiths Falls	384
	Stratford	698
	Sturgeon Falls	508
	Sudbury	2,422
	Thunder Bay	4,165
	Tillsonburg	437
	Timmins	2,395
	Toronto Metro	83,982
	Trenton	956
	Walkerton	638
	Welland	2,233
	Windsor	4,097
	Woodstock	973

Source: Ministère de la Main-d'oeuvre et de l'Immigration, *Report of Registered Clients and Vacancies, Male and Female*, septembre 1970.

N.B. A partir d'avril 1970, les demandes d'emplois à temps partiel et à temps complet enregistrées sont combinées.

CHÔMEURS ENREGISTRÉS À LA RECHERCHE D'UN EMPLOI

Le 31 août 1970

Région des CMC	Chômeurs enregistrés à la recherche d'un emploi	Région des CMC	Chômeurs enregistrés à la recherche d'un emploi	Région des CMC	Chômeurs enregistrés à la recherche d'un emploi
Arnprior	416	Niagara Falls	1,517	Chatham & Wallaceburg	2,399
Barrie	3,949	North Bay	2,240	Cobourg	1,092
Belleville	1,625	Oakville	2,186	Collingwood	829
Bracebridge	719	Orillia	1,469	Cornwall	682
Brampton	1,698	Oshawa	2,533	Elliot Lake	591
Brantford	2,557	Ottawa	6,014	Fort Frances	600
Brockville	491	Owen Sound	1,521	Fort Erie	1,856
Carleton Place	462	Parry Sound	162	Galt	183
Chatham & Wallaceburg	2,399	Pembroke	1,365	Gananoque	431
Cobourg	1,092	Peterborough	409	Guelph	1,334
Collingwood	829	Picton	299	Hamilton	18,882
Cornwall	3,597	Port Colborne	643	Hawkesbury	836
Elliot Lake	682	Prescott	1,063	Kapuskasing	1,658
Fort Frances	600	Renfrew	837	Kenora	1,059
Fort Erie	1,856	St. Catharines	7,065	Kirkland Lake	850
Galt	183	St. Thomas	939	Kitchener	2,942
Gananoque	431	Sarnia	3,808	Leamington	489
Guelph	1,334	Sault Ste. Marie	2,922	Lindsay	1,199
Hamilton	18,882	Simcoe	848	Listowel	366
Hawkesbury	836	Smiths Falls	587	London	9,282
Kapuskasing	1,658	Stratford	565	Midland	1,310
Kenora	1,059	Sturgeon Falls	723	Napanee	754
Kirkland Lake	850	Sudbury	2,331	New Liskeard	775
Kitchener	2,942	Thunder Bay	5,847	Newmarket	2,174
Leamington	489	Tillsonburg	403		
Lindsay	1,199	Timmins	2,367		
Listowel	366	Toronto Metro	101,593		
London	9,282	Trenton	1,507		
Midland	1,310	Walkerton	875		
Napanee	754	Welland	3,168		
New Liskeard	775	Windsor	4,566		
Newmarket	2,174	Woodstock	1,053		

Source: Ministère de la Main-d'oeuvre et de l'Immigration, Report of Registered Clients and Vacancies, Male and Female, août 1970.

N.B. A partir d'avril 1970, les demandes d'emplois à temps partiel et à temps complet enregistrées sont combinées.

PROGRAMME D'EMPLOI DES ÉTUDIANTS POUR L'ÉTÉ 1970

PlACEMENT D'ÉTUDIANTS PAR RÉGION EN 1970			
Région	Nombre d'étudiants	Augmentation en pourcentage par rapport à 1969	
		Atlantique	55
Québec	24,823	96	20
Ontario	37,205	30	18
Prairie	19,107	30	18
Pacifique	8,914	30	18
CANADA	103,624	39	20

secondaire. Plus de 55,000 étudiants du niveau post-secondaire ont été placés, ce qui représente une augmentation de 48 pour cent par rapport à 1969, alors qu'au niveau secondaire 48,600 étudiants ont trouvé un emploi, ce qui représente une augmentation de 31 pour cent. L'inverse s'est produit en Ontario, où le nombre d'emplois au niveau secondaire a dépassé le nombre d'emplois au niveau post-secondaire, les chiffres étant de 19,240 et 18,000 respectivement.

Pour permettre de mieux déterminer la situation des 179,000 étudiants inscrits au moment le plus occupé de l'été, on a mené une enquête téléphonique par échantillonnage. Cette enquête a révélé que 68 pour cent des étudiants ont trouvé un emploi, soit par l'intermédiaire des CMC ou des CMCU ou bien par eux-mêmes. Sur les 32 pour cent qui cherchaient encore du travail, 27 pour cent étaient des étudiants du niveau post-secondaire et 73 pour cent du niveau secondaire.

En plus des renseignements déjà recueillis, on a demandé aux étudiants de 60 campus de remplir un questionnaire sur leur expérience de travail en 1970 et leurs projets pour 1971. Les résultats seront utiles au gouvernement ainsi qu'aux organismes privés pour prévoir les mesures nécessaires pour répondre aux besoins de la main-d'œuvre en 1971. Ce programme a permis à un grand nombre d'étudiants de gagner de l'argent et de continuer leurs études.

L'Honorable Otto E. Lang, ministre de la Main-d'œuvre et de l'Immigration, a récemment fait savoir que les centres de main-d'œuvre du Canada et les CMC universitaires ont placé cet été un total de 104,000 étudiants, ce qui représente une augmentation de 39 pour cent par rapport à 1969, et témoigne des efforts continus pour améliorer les services de main-d'œuvre. L'augmentation du nombre d'étudiants placés par les centres de main-d'œuvre du Canada témoigne aussi de la bonne collaboration du commerce et de l'industrie. Beaucoup d'organismes locaux ont contribué considérablement au succès du programme, mais néanmoins beaucoup d'étudiants et d'autres membres de la main-d'œuvre ont réellement connu des problèmes pendant l'été. Nous espérons que l'année prochaine beaucoup plus de travailleurs profiteront des services des centres de main-d'œuvre du Canada.

Environ 257,000 étudiants se sont inscrits dans les bureaux de placement d'étudiants, sans compter ceux qui se sont inscrits une deuxième fois dans un autre centre de placement. Le total des inscriptions d'étudiants du niveau secondaire s'élevait à 172,000, presque le même chiffre qu'en 1969. Au niveau post-secondaire, ce total était de 85,000, ce qui représente une augmentation de 20 pour cent par rapport à l'an dernier.

Les étudiants au niveau post-secondaire ont trouvé un emploi plus facilement que ceux du niveau

A part l'arrêt de travail à General Motors, le district n'a pas connu de conflit ouvrier majeur. A la Canadian Bridge Company à Windsor, un conflit possible aurait des répercussions sur les 400 employés de la compagnie. Les conflits à la McCormicks Limited à London et Borden Company Limited et Moto-Machine Company Limited à Woodstock ont été réglés sans arrêt de travail. Les Travailleurs de l'automobile ont été désignés officiellement pour négocier au nom des employés de la Universal Engineering and Tool Works à London et ils attendaient d'être désignés pour négocier au nom des employés de la Firestone Steel Products of Canada Limited également à London. Au cours du dernier trimestre de 1970 doivent expirer les contrats des employés de bureau de Ford (Windsor), des 650 travailleurs de l'automobile de Kelsey-Hayes (Windsor), des 700 employés de service à l'hôpital Victoria (London), des 550 fonctionnaires de la ville de London et des 1,200 employés de l'industrie chimique et pétrolière de Union Gas Company et United Gas Company dans le sud-ouest de l'Ontario. Le bureau de placement des étudiants à l'Université Western Ontario a fait savoir que d'après les estimations, 95 pour cent des étudiants d'université qui ont cherché du travail pour l'été ont réussi à en trouver. Une enquête semblable pour les étudiants du niveau secondaire entrant à l'université a révélé que 89 pour cent ont trouvé un emploi.

* * *

Le programme provincial Home Ownership Made Easy (HOME). Les possibilités d'emploi dans l'industrie de la construction ne semblaient pas encourageantes pour le dernier trimestre. London, Sarnia et Windsor ont indiqué un excédent d'inscriptions de travailleurs qualifiés dans leurs CMC. Avec l'achèvement des principaux travaux de construction et le commencement des mises à pied saisonnières, on prévoyait une augmentation des inscriptions.

En septembre, la plupart des centres de commerce au détail ont connu une reprise saisonnière. Un nombre considérable de travailleurs ont été embauchés en partie pour remplacer les étudiants rentrés à l'école. Il ne semblait pas y avoir de pénurie par suite de cette augmentation des embauches puisque la plupart des CMC avaient beaucoup de personnel de vente qualifié dans leurs régions. La plupart des grands magasins de la région de London ont relevé leurs salaires pour atteindre les nouveaux taux minimum statutaires qui doivent entrer en vigueur. Il est possible que les petits magasins et les boutiques de luxe doivent réduire leur personnel quand la nouvelle loi entrera en vigueur. La liquidation du dépôt d'entretien et de ravitaillement des forces armées canadiennes s'est poursuivie; 74 autres employés civils ont été remerciés et la date définitive de fermeture a été fixée pour le 1^{er} septembre 1971. Jusqu'à présent, 144 des 450 employés initiaux sont partis.

Chrysler Canada Limited ont pu absorber le volume des pièces produites et les candidats inscrits pour l'emploi dans l'industrie automobile. A moins d'une augmentation des ventes, les répercussions se feraient bientôt sentir dans les entreprises ayant évité ainsi les mises à pied. Dans l'industrie des pièces, le nombre des postes vacants enregistrés a diminué et l'embauche a été quelque peu retardée. Certains des ateliers d'outillage et d'ajustage en matrices ayant des contrats avec General Motors ont été forcés de congédier des travailleurs.

L'avenir de l'Accord canado-américain sur l'automobile de 1965 fait actuellement l'objet d'un examen de la part des autorités compétentes au Canada et aux Etats-Unis et la prospérité de l'industrie automobile au Canada dans l'avenir dépendra en grande partie du résultat de ces discussions. La perte de \$600 millions par an de ventes de pièces automobiles n'a pas amélioré la situation de la balance des paiements des Etats-Unis. Kelsey-Hayes Canada Limited, fabricant de Windsor d'une grande variété de roues, de tambours de freins, de moyeux de roues et d'autres pièces, a indiqué que depuis l'Accord, ses ventes ont augmenté de 100 pour cent pour atteindre \$53 millions; en outre, à la fin de septembre le volume considérable de production de petites voitures a accru la production d'automobiles au Canada de 1 pour cent par rapport à l'an dernier pour une période comparable tandis que la production des Etats-Unis a diminué de 14 pour cent.

La demande de main-d'oeuvre dans l'industrie de transformation alimentaire a été forte, aucune pénurie considérable n'a été enregistrée, même après que les étudiants se sont retirés du marché du travail. Les usines de transformation de la région de Simcoe ont recruté plus de 25 femmes dans les réserves indiennes des régions de CMC de Thunder Bay et North Bay.

Une grande partie des travaux de construction dans les environs de London se fait dans le campus de l'Université Western Ontario. Plus de \$45 millions de bâtiments y compris l'hôpital de l'Université, de \$35 millions, sont en construction. L'autre travail majeur est un centre universitaire de \$7 millions qui doit être partiellement achevé en 1971. Il a été prévu que le rythme de la construction resterait constant pendant une année ou deux. Un appel d'offre a été lancé pour un projet de centre des sciences sociales de neuf étages d'une valeur de \$10 millions, qui devrait être achevé à l'automne 1972. La construction d'un nouveau refuge de l'Armée du salut à London devait commencer en novembre pour être achevée en mai 1971. Les coûts de la construction seraient de \$352,000. Le programme d'ex-

pancion de l'Interprovincial Pipeline Company cons-titue un apport important à la capacité de compression près de Sarnia; dans la même région, la capacité de la canalisation devait être augmentée et la construction de la deuxième canalisation de Sarnia à Toronto devait être prolongée d'un tronçon de 35 milles.

Le programme de lutte contre la pollution comprenait plusieurs travaux de construction: H. J. Heinz Company of Canada Limited à Leamington procédait à l'installation d'une usine de traitement des eaux résiduaires de \$500,000; une nouvelle unité de flottation par air de \$215,000 a été installée à la raffinerie de Shell Canada Limited de Sarnia. Ces travaux ainsi que l'établissement préalable d'un marais salant de \$210,000 assurent que l'eau de refroidissement utilisée par l'usine est débarrassée du pétrole avant de retourner dans la rivière St. Clair. L'Hydro-Ontario installera des silencieux dans sa centrale électrique de Lambton à des frais de près de \$27,000. La construction de la centrale électrique a pris environ cinq ans et a employé un grand nombre de travailleurs qualifiés et semi-qualifiés. Le CMC de Sarnia a indiqué que les travaux de construction touchant à leur fin, beaucoup de travailleurs étaient en chômage. Chrysler a fait savoir à la fin de septembre qu'elle emploierait des chaudières chauffées au gaz au lieu de pétrole dans sa centrale électrique à partir d'avril prochain; les travaux de conversion devraient coûter environ \$1 million et devraient être achevés l'an prochain. A Wallaceburg les travaux de l'usine de traitement du lagon du canton de Dover pour la Libby Container Company Limited étaient accélérés pour pouvoir être achevés le 1^{er} décembre 1970. L'installation de matériel de contrôle de pollution de l'eau d'une valeur de plus de \$100,000 devait être achevée à la Canadian Pittsburgh Industries Limited à London au début de l'année prochaine.

Avec l'augmentation des fonds hypothécaires fournis par le gouvernement fédéral, on espérait qu'un plus grand nombre de travaux de construction seraient entamés. On prévoyait que les capitaux privés n'arriveraient que vers la fin de l'année ou le début de 1971. En septembre 1970 à London, pour la première fois depuis le mois de juin, la valeur des permis de construction domiciliaire unique dépassait le chiffre du même mois l'année précédente. L'Ontario Housing Corporation a lancé un appel d'offre pour la construction de 20 logements familiaux et 59 logements pour personnes âgées à Strathroy et Wallaceburg. London essayait de recevoir une subvention pour un projet de construction coopérative de 88 logements pour villards et Sarnia a confirmé l'approbation d'un projet de 24 logements pour villards et d'une subdivision de 88 lots du pro-

5 — SUD-OUEST DE L'ONTARIO

L'emploi dans les récoltes agricoles cette année a diminué bien que la saison ait été excellente et les récoltes magnifiques; étant donné qu'il y avait peu d'emplois disponibles et que les récoltes ont été achevées assez tôt, il n'y a pas eu de pénurie con-sidérable lorsque les étudiants sont rentrés en classe. Au moment où le présent article est rédigé, plus de 300 personnes ont été mises à pied par suite de la grève des Travailleurs unis de l'automobile contre General Motors of Canada Limited. Les pourparlers se sont poursuivis entre la compagnie et les dirigeants du syndicat. Les mises à pied saisonnières et l'attitude généralement prudente des consommateurs ont fait baisser l'emploi dans les industries manufacturières. Une amélioration a été prévue pour la fin de l'année dans l'industrie de la construction, surtout dans le secteur de la construction domiciliaire.

En agriculture, la récolte du tabac séché en carneau a été achevée. Il était prévu que les 93,000 acres produiraient 196 millions de tonnes. On a commencé à emballer des ouvriers pour l'écotage, le triage et la mise en balles de la récolte. La mise en marché commencera le 5 novembre aux trois centres de l'Ontario Flue-Cured Tobacco Growers Marketing Board. Le CMC de Simcoe a indiqué que les 12,000 fermes de culture du tabac ont employé une moyenne de quatre femmes et un homme, soit donc un total de 60,000 travailleurs. Les récoltes de tomates ont été également excellentes cette année. Les ventes à l'industrie des conserves se sont élevées en moyenne à 20 tonnes par acre à \$45 la tonne. La plupart des autres récoltes ont également donné de bons résultats, mais il n'en est résulté que peu de cas de pénurie de main-d'oeuvre. La plupart des 260 travailleurs anti-lais sont rentrés après les récoltes de tabac et de millet.

Le secteur de **la fabrication** a été gravement touché par le conflit majeur entre les Travailleurs unis de l'automobile et General Motors qui a abouti à un arrêt de la production dans les usines de fabrication de transmissions et de garnitures de Windsor et à G.M. Diesel à London. Environ 3,000 travailleurs de l'automobile ont été directement touchés par le conflit, dont les répercussions se sont fait sentir dans l'industrie des pièces d'automobile. Plusieurs fabricants de pièces ont dû mettre à pied du personnel, mais beaucoup d'entreprises ont pu éviter les mises à pied en fournissant d'autres producteurs que General Motors ou en redistribuant les charges de travail. Le CMC et les agences locales de Wind-sor ont fait savoir que grâce à leur production record, Ford Motor Company of Canada Limited et

soutenue pour les chauffeurs de catégorie A de camion et d'automobile.

Dans le secteur **des finances, de l'assurance et de l'immobilier,** les banques locales et les sociétés de fiducie ont embauché un nombre limité de personnel de bureau surtout à des fins de remplacement. Dans l'industrie de la finance, qui se concentre à Waterloo, des conditions analogues prédominaient. Cependant, les organismes de finances et d'assurance recherchent constamment des étudiants de 12^e et 13^e années pour les former à leurs postes de gestion. A cause de l'activité réduite du marché du logement, l'embauche est restée faible dans l'immobilier.

Le commerce de détail a continué à fonctionner au ralenti surtout en ce qui concerne les gros articles comme les meubles et les articles d'ameublement. Cependant, la croissance du nombre de grands établissements de vente au détail a continué à retarder le développement et l'expansion de la région et à créer des demandes intermittentes de personnel de vente.

Dans le secteur des **services,** les niveaux d'emploi sont restés stables pour des domaines tels que l'enseignement, la santé et le bien-être. Bien qu'il y ait eu quelques embauchages, ils ont été essentiellement limités aux ouvriers d'entretien et au personnel de bureau. Il semble peu probable que l'achèvement d'une section supplémentaire importante de l'hôpital de Kitchener-Waterloo augmente notablement ses besoins d'infirmières et d'autre personnel professionnel. A Stratford, la fin du festival a provoqué une diminution du commerce touristique qui s'est accompagnée d'un ralentissement de la demande de main-d'oeuvre comme les serveuses et les cuisiniers pour service rapide. D'autre part, le début des semestres d'automne dans les universités de Waterloo et de Guelph a provoqué une augmentation de l'activité d'embauche et des rappels d'ouvriers dans les métiers des services.

Dans le secteur de la **défense et de l'adminis-tration publique,** l'événement principal a continué à être la fermeture progressive du Centre de formation des Forces Armées Canadiennes à Clinton dans le comté de Huron. Au mois de décembre, environ 100 des 216 maisons et appartements seront libres et le personnel civil permanent (principalement du personnel des services) tombera de 256 à 195. Cela provoquera un affaiblissement croissant des marchés de main-d'oeuvre locaux. Le Centre doit fermer le 1^{er} septembre 1971 et, jusqu'alors, il ne se dessine aucune indication de reprise en charge par un autre organisme ou ministère.

électrique, la situation a été moins brillante. A la suite de ventes médiocres, la production et l'emploi sont toujours en légère régression. Le seul conflit ouvrier important de cette industrie se poursuit à Galt chez Franklin Manufacturing Company Canada Limited où environ 400 ouvriers de production n'ont pas travaillé depuis le mois d'avril. Les salaires constituent la raison principale du conflit.

Dans les industries de la machinerie, les niveaux de production restent soutenus. La Dominion Road Machinery Company Limited de Goderich a continué à fonctionner à la capacité de pointe grâce à une commande turque de 6 millions de dollars pour une régaleuse. A Galt, Babcock & Wilcox Canada Limited, qui fabrique du matériel générateur de vapeur, progressait au rythme de l'accroissement de ses opérations. Cette entreprise s'est vue décerner un contrat important de 67 millions de dollars par la commission hydroélectrique de l'Ontario pour les centrales électriques de Nanticoke et de Douglas Point.

Dans le cas des industries métalliques primaires et des industries des produits métalliques, le ralentissement économique général commençait à avoir des répercussions perceptibles sur l'emploi. Les réductions se sont produites sous la forme de mises à pied intermittentes. Il y a toutefois eu des cas de réductions importantes de l'emploi: Rockwell Manufacturing Company of Canada Limited et Federal Wire and Cable Company Limited de Guelph ont, à elles deux, mis à pied 150 ouvriers au mois de septembre.

Dans le reste du secteur de fabrication, les conditions sont variées. Dans l'industrie du meuble et des articles d'ameublement qui se concentre essentiellement autour de Kitchener et de Stratford, le ralentissement actuel de la construction d'habitations domiciliaires a continué à exercer une influence déprimante. Il y a eu un certain nombre de mises à pied (la plupart d'entre elles étant de peu d'importance) au cours des derniers mois. Nombre d'entre elles étaient encore en vigueur. Parmi les réductions les plus importantes, il faut noter la mise à pied de la division d'ameublement Deilecraft de Electrohome Limited à Kitchener qui a laissé 127 ouvriers sans travail depuis le début de juillet. L'usine d'ameublement de la compagnie à Millerton a dû dernièrement procéder également à une mise à pied de moindre importance. Sur le plan positif, les fabricants d'ameublement institutionnel et commercial continuaient à produire à des niveaux légèrement supérieurs à la moyenne. L'embauchage était cependant limité et réduit essentiellement à la demande de main-d'oeuvre de remplacement.

Dans l'industrie textile, la production se poursuit à un rythme régulier parmi les entreprises fabri-

quant lainages et tissus de laine peignée. On devait faire face à des pénuries dans des métiers tels que les tisseurs, les réparateurs et opérateurs de machines. Les industries du vêtement étaient également actives. Les fabricants importants de chemises de Kitchener, comme John Forsyth Company Limited et Cluett Peabody Company of Canada Limited continuaient à maintenir des niveaux de production élevés à la suite de la demande de chemises de couleur pour hommes. D'autre part, on devait faire face à des cas de réduction de production. Les entreprises de production de fils pour l'industrie du tapis ont signalé que le ralentissement économique touchait leur production. En outre, il a été cité quelques cas de réduction d'importance mineure parmi les entreprises produisant les tissus de feutre et de tapisserie pour l'industrie automobile.

A cause de la concurrence étrangère, l'industrie de la chaussure continuait à affronter des conditions difficiles. Les fabricants locaux ont paru toutefois pouvoir maintenir leur production à des niveaux moyens grâce au rappel d'ouvriers au cours du mois de septembre. On n'a dû procéder qu'à un nombre réduit de mises à pied.

Alors que la situation saisonnière normale de la construction s'oriente vers la réduction des activités en octobre, les niveaux actuels étaient notablement inférieurs à la normale malgré l'impulsion apportée par le règlement de trois conflits en août qui mettaient en cause une série de métiers comprenant les briqueteurs, les manoeuvres, les plâtriers et malgré la reprise du travail qui a suivi. Cette grève avait en fait arrêté tous les travaux importants de construction institutionnelle et commerciale dans le Triangle d'Or. Il y a cependant eu des réductions de travail dues au prolongement d'un conflit ouvrier commencé le 11 août et mettant en cause 500 plombiers et tuyauteurs. Ce conflit a touché des projets comme l'édifice d'appartements de 7,5 millions de dollars de l'Université de Waterloo et deux chantiers d'installations commerciales totalisant 8 millions de dollars. La construction domiciliaire continuait à manifester de la lenteur en dépit de l'impulsion créée par l'injection de nouveaux crédits du gouvernement fédéral dans des projets de logements pour les personnes disposant de faibles revenus.

Dans les industries de **transport**, il y a eu une reprise des activités en septembre à la suite du ralentissement des vacances du mois d'août. Les répercussions du retard de la construction ont cependant amené une demande réduite persistante pour les chauffeurs de camion. En outre, des répercussions indirectes du conflit ouvrier de General Motors ont provoqué un nombre limité de mises à pied dans les entreprises locales. La demande est toutefois restée

Dans l'industrie du caoutchouc, la situation était variable mais, dans l'ensemble, la production se poursuivait à un niveau élevé. Les fabricants de pneumatiques qui comptent parmi les employeurs les plus importants du district sont restés actifs et sont sortis indemnes du conflit ouvrier de General Motors. D'autres fabricants de pièces en caoutchouc pour l'automobile ont été moins heureux et ont dû faire face à des diminutions de production et à des mises à pied causées par le conflit. A Stratford, Standard Product (Canada) Limited a mis à pied 200 ouvriers de production. Les fabricants locaux de chausssures en caoutchouc ont maintenu des niveaux saisonniers élevés de production et rencontré des difficultés dans le recrutement d'opérateurs de machines à coudre électriques qui sont continuellement en nombre insuffisant.

Les répercussions les plus importantes du conflit de General Motors se sont produites dans les industries de l'automobile. Bien qu'il n'y ait aucune usine General Motors dans ce district, le conflit a eu des effets directs parce que plusieurs fabricants de pièces sont engagés dans la production de pièces pour General Motors et ses fournisseurs. Par suite, cette situation a entraîné plusieurs mises à pied. Kitchenier, où ses conséquences initiales à court terme ont provoqué la mise à pied d'environ 1,000 ouvriers (principalement des ouvriers de production et des monteurs) dans diverses entreprises, a été le centre le plus durement touché. Les fabricants, dont une grande partie de la production est destinée aux autres grandes compagnies de construction automobile, maintenaient des niveaux élevés de production. Il y a toutefois eu d'autres entreprises qui, bien qu'elles n'aient pas été touchées dans l'ensemble, ont retardé les embauches et qui surveillaient étroitement la situation. Un conflit prolongé chez General Motors peut, par suite, provoquer de nouvelles mises à pied. Il n'y a eu qu'une petite partie des ouvriers mis à pied qui aient essayé de trouver des emplois de remplacement.

L'industrie des produits électriques a affiché une légère amélioration au cours des derniers mois. Les fabricants de composants électroniques comme Audio Transformer Company Limited, Marstrand Engineering Limited et Electrohome Limited, maintenaient des niveaux de production élevés. Electrohome a mis en route un programme de formation en cours d'emploi pour le recyclage de plus de 300 ouvriers employés principalement dans les services de montage et de contrôle. Il y a eu quelques mises à pied comme celles qui sont survenues chez Raytheon Canada Limited à la fin de son contrat pour des unités d'affichage d'informations numériques. Ces mises à pied se sont toutefois faites sur une petite échelle. Pour les fabricants d'appareillage

ment de la rédaction de cette revue. Le 27 août, 407 ouvriers de la production, membres du local 525 du Syndicat des travailleurs unis de l'automobile, avaient cessé le travail à la John Inglis Company dans le canton de Saltfleet.

CENTRE-OUEST DE L'ONTARIO

Au cours des mois de septembre et d'octobre,

les conditions d'emploi, avec un nombre d'offres de travail encore notablement peu élevé, ont reflété la persistance d'une activité économique réduite. En outre, les répercussions du conflit ouvrier de General Motors, qui ont provoqué un certain nombre de mises à pied chez les fabricants de pièces d'automobile, sont venues s'ajouter à cette situation. S'inscrivant en contraste sur le ralentissement actuel, les industries des produits de fabrication sont généralement restées actives et ont présenté des niveaux élevés d'emploi. Les principales sources de ralentissement se sont révélées être les entreprises des industries de biens de consommation. Quoiqu'il se soit ébauché une légère amélioration, les influences saisonnières sont apparues dans l'agriculture, le traitement des produits d'alimentation et dans les industries des services individuels, alors que l'emploi dans la construction continuait à montrer un ralentissement.

Dans l'agriculture, la légère augmentation de l'activité de l'emploi qui s'était produite au cours des mois d'été s'est partiellement maintenue. La récolte des céréales s'est terminée au début du mois de septembre pour laisser la place à celle du maïs et des fèves. En dehors de la demande saisonnière de main-d'oeuvre pour ces travaux, il n'a été offert que quelques postes permanents d'aides qualifiés de laiterie. Dans les régions urbaines, il y a eu des embauches d'ouvriers paysagistes pour des travaux relatifs au gazon, aux arbres et aux arbustes.

Dans le secteur de fabrication, les niveaux d'emploi se sont améliorés après le retour au travail qui a suivi la période d'arrêt des vacances qui, dans de nombreux cas, a été prolongée au-delà de la normale.

Dans les entreprises de traitement des aliments et boissons qui comptent parmi les employeurs principaux, la situation est restée active. Le retrait des étudiants du marché du travail a coïncidé avec une réduction secondaire d'activités de production dans le traitement des viandes. D'autre part, les fabricants de biscuits et de confiserie ont augmenté légèrement leur production et leur niveau d'emploi en prévision des fêtes de Noël. Les conserveries étaient également en pleine activité grâce au traitement de récoltes comme le maïs et les carottes.

de Niagara Falls de Cyanamid of Canada Limited envisageait la fermeture de deux de ses trois fours d'exploitation. Cette mesure toucherait, d'ici la fin de l'année, 70 employés à salaire horaire. Au cours de 1971, 130 autres employés seront mis à pied. Au contraire, l'Union Carbide Canada Limited de Welland continue à se montrer alerte. Pendant le mois de septembre, la compagnie a embauché 35 ouvriers pour remplacer les étudiants. À ce jour, elle emploie 140 personnes de plus qu'en 1969.

Dans l'industrie des minéraux non métalliques de la région, plusieurs fabricants de produits abrasifs de Niagara Falls ont dû procéder à des mises à pied dont l'ampleur a été aggravée par l'arrêt de General Motors. Une de ces entreprises, la Norton Company fournit des matériaux abrasifs pour la fabrication de meules dont on fait un usage abondant dans l'industrie automobile. La compagnie a mis à pied 32 ouvriers d'usine ce qui porte leur total à 60 depuis le mois de juillet.

Dans certaines municipalités de la région de Niagara, l'activité de la **construction** a profité d'augmentations saisonnières aux mois de septembre et d'octobre. Elle représente les tentatives des entrepreneurs de terminer des travaux avant que l'hiver limite la construction à l'extérieur. Cependant, dans le secteur domiciliaire, une injection récente de 200 millions de dollars par le gouvernement fédéral sur le plan national et visant à l'amélioration de la construction de logements à bas prix est d'importance primordiale. La part de cette somme affectée à la région de Niagara a été l'objet de réactions favorables de la part des entrepreneurs locaux. Elle contribuera à une augmentation notable de la construction domiciliaire d'ici la fin de 1970. Dans la région de Hamilton, ces fonds fédéraux ont permis la construction d'environ 800 unités de logements supplémentaires. Ils ont accru les importants projets de travaux non domiciliaires qui jusqu'à ce jour ont formé le noyau de l'activité de la construction dans cette ville. À la fin du mois d'octobre, les travaux de la Place Civique de Hamilton qui se chiffrent à 100 millions de dollars ont commencé. On estime que ce projet de construction fournira des emplois à des centaines d'ouvriers.

Dans le domaine non domiciliaire, la construction d'écoles et d'hôpitaux a continué à être d'importance capitale. La construction routière et les autres travaux de creusement constituent une partie importante de l'activité de construction de la péninsule du Niagara. Des travaux sont en cours en plusieurs points de l'autoroute de la Reine Elizabeth. En outre, Peter Kiewit & Sons Company of Canada se sont vus attribuer un contrat de 6,5 millions de dollars pour des travaux de creusement dans la

région de Port Colborne. Il s'agit d'un des contrats affectés au nouveau tracé du canal Welland.

La demande de main-d'œuvre dans le secteur **commercial** a présenté au mois de septembre une augmentation saisonnière globale. Cette situation reflète l'augmentation des niveaux des ventes due aux achats de la rentrée des classes. Au cours du mois d'octobre, il s'est produit un accroissement de l'embauche d'employés à temps partiel dans certains magasins préparant la mise en place d'un personnel de vente pour la période de Noël. À Niagara Falls, l'activité du marché du travail montre une saison touristique active qui a été accompagnée par l'embauche de personnel de vente au détail. Ces augmentations saisonnières ont cependant été réduites à Brantford et Fort Erie où les volumes de ventes continuent à refléter la réduction du revenu des consommateurs et la diminution des dépenses à la suite des perspectives de mises à pied chez les employeurs principaux de chaque centre.

Au cours de 1970, l'industrie des transports routiers de la région a souffert des réductions générales des activités de fabrication et de bas niveaux d'expédition. Le conflit ouvrier de General Motors est venu s'ajouter aux incertitudes auxquelles les transporteurs doivent faire face, surtout dans la région de St Catharines. Bien qu'il n'y ait encore eu aucune mise à pied, certains chauffeurs se sont présentés, par mesure de précaution, aux centres de main-d'œuvre du Canada de leur région. Toutefois, dans l'industrie des chemins de fer, la diminution des expéditions d'automobiles a provoqué des mises à pied. Le Canadien National a mis à pied trois équipes de train de 5 hommes et le personnel de deux bureaux au cours de cette période.

Au début de septembre, les demandes de personnel de bureau et d'entretien, avant le début de la nouvelle année scolaire des établissements d'enseignement ont caractérisé le secteur des **services**. Au cours du reste de cette période, les organismes de santé et du bien-être (surtout les hôpitaux) recherchaient divers personnels techniques et non qualifiés s'en tenant en cela à leurs habitudes normales d'embauche. Dans le sous-secteur des services industriels, les efforts de remplacement des employés de leur personnel étudiant ont accentué les besoins de serveuses, de domestiques et d'aides d'œuvre. Cette tendance est due à un tourisme actif qui a fait place au mois d'octobre à l'activité florissante des congrès.

En dehors de l'arrêt de General Motors, il n'y avait qu'un seul conflit industriel en cours au mo-

taut reprendre sa fabrication mixte. Massey Ferguson a aussi rappelé un total de 700 hommes dans ses usines de Foundry et de Verity. La majeure partie des employés mis à pied chez John Deere Welland Works avait été rappelées à la fin d'octobre. L'International Harvester Company of Canada Limited de Hamilton commençait également à rappeler des ouvriers. Cette compagnie espérait atteindre 100 rappels pour Noël. Cette amélioration n'était toutefois pas générale. Au moment de la reddition de cette revue, la division du matériel agricole de White Motor Corporation of Canada Limited de Brantford était toujours fermée.

Alors que le conflit ouvrier de General Motors provoquait un niveau de production automobile en baisse notable, les autres entreprises de matériel de transport montraient des améliorations dans leurs niveaux d'emploi et de production au cours des mois de septembre et d'octobre. Fleet Manufacturing Limited de Fort Erie, fabricant d'éléments d'avion a commencé à rappeler une partie des 350 ouvriers de production qui étaient mis à pied depuis 1969. Cette compagnie espérait rappeler 50 autres ouvriers au cours des deux mois à venir. National Steel Corporation Limited de Hamilton, le fabricant principal de la péninsule de matériel roulant de chemin de fer, réagissait encore aux 40 millions de dollars de commandes nouvelles. Ces commandes favorisaient ses intentions d'embaucher 750 ajusteurs, monteuses, peintres, soudeurs et manoeuvres pour le 1^{er} octobre. La compagnie a entrepris un programme d'entraînement en usine pour former de 300 à 400 personnes sur le matériel de soudure semi-automatique.

Dans l'industrie des produits électriques non automobiles, des événements contradictoires ont affecté les différentes usines de la Canadian Westinghouse Company Limited. Alors que l'usine de Brantford contrebalançait le manque de commandes en mettant à pied 80 monteuses au mois de septembre et en fermant pour deux semaines en octobre, les deux usines de Hamilton de la compagnie présentaient une situation opposée. Des niveaux de production élevés à l'usine de générateurs et de transformateurs de la compagnie à Hamilton, provoquaient une demande d'affûteurs d'outils et d'opérateurs d'instruments alors que les besoins réguliers de main-d'oeuvre dans leur usine d'appareillage électrique reflétaient la conjoncture favorable pour les modèles de 1971.

Une réduction importante de personnel dans l'industrie chimique fournissait des indications supérieures quant au degré de concurrence régnant dans ce domaine. Cette réduction était due aux faibles marges bénéficiaires de cette industrie sur le plan national. Pour les 15 prochains mois, l'usine

toucher les marchés nationaux si les Etats-Unis adoptent des lois limitant la pénétration de ces pays sur leur marché. L'optimisme des domaines principaux de vente de l'industrie gravitait autour du marché des pipelines et de l'augmentation de fin d'année de l'activité de la construction. Des agrandissements continus des installations de Stelco et Dofasco, mettant chacun en jeu des dépenses dépassant 80 millions de dollars, reflétaient la confiance à long terme dans l'avenir de l'industrie de l'acier.

La production et l'emploi restaient actifs dans le secteur de fabrication de divers métaux et engendrait des demandes élevées de machinistes et de modeleurs. Grâce à des contrats importants, Welmet Industries Limited de Welland et BLH-Canada Limited de Dundas maintenaient leurs activités de production et recherchaient des ouvriers machinistes qualifiés. Dans le même ordre d'idée, Horton Steel Works Limited de Fort Erie procédait à de nouveaux emballages de fraiseurs et de soudeurs. La demande saisonnière de boîtes de conserve amenait la compagnie Canadian Cannery Limited de Burlington à embaucher du personnel devant subir un entraînement sur ses embouteilleuses et ses produits.

Des éléments contradictoires s'opposent dans le sous-secteur des métaux de construction. Alors que James United Industries de Port Robinson devait procéder à des mises à pied supplémentaires et faire face à la possibilité grandissante d'un arrêt de ses opérations, les situations des autres entreprises locales présentaient un contraste frappant. Newmarket Structural Steel Limited de Welland et Bridge & Tank Company of Canada Limited de Hamilton ont toutes deux maintenu des niveaux élevés d'emploi à la suite de contrats importants et ont recherché des monteuses d'acier de construction.

L'industrie languissante des machines agricoles de la région de Niagara pourrait se redresser l'année prochaine par suite de la nette amélioration de la position de blé canadien sur les marchés d'exportation. Des conditions climatiques défavorables ont touché les récoltes des autres nations productrices de blé. On espère, par conséquent que les exportations de blé canadien de la récolte de 1970-71 seront beaucoup plus importantes. Elles auront des répercussions notables sur l'industrie du matériel agricole des provinces de l'Ouest. On pouvait remarquer quelques améliorations parmi les entreprises de la région en septembre et en octobre. A la mi-septembre, Massey Ferguson Industries Limited de Brantford a rappelé 150 ouvriers, pour la fabrication d'épandeurs d'engrais, bien qu'elle ait débouché 44 salariés à cette époque. Cette entreprise comptait rappeler 400 autres ouvriers de production au mois de décembre quand elle escom-

récolte du raisin, des pêches et des poires. Les fermiers de la région de Brantford ont terminé la récolte du tabac vers la mi-septembre et ont commencé le triage et l'écotage. Dans la région de Welland et de Port Colborne, on a procédé à la récolte du maïs et aux semailles du blé d'hiver. Alors que les ouvriers permanents ont remplacé les étudiants au mois de septembre, la plupart des emplois saisonniers à l'exception de ceux nécessaires à la récolte des pommes avaient pris fin au mois d'octobre.

Au cours de cette période, dans la région de Niagara, les industries de traitement des denrées alimentaires, le maïs, les tomates, les pêches et les cornichons en particulier, ont atteint un point culminant de production. Au mois de septembre, par exemple, il a été offert 900 postes dans les conserveries de la région de St Catharines et 40 autres postes dans l'industrie viticole. Les entreprises de la région de Welland ont subi une pénurie d'ouvrières de conserve. Des accroissements importants de personnel étaient également manifestes dans les entreprises de traitement des denrées alimentaires de la région de Hamilton.

Le marché du travail de l'agriculture et des conserveries présente cette année une tendance particulière. Les candidats éventuels se présentent directement aux employeurs car l'absence d'un choix d'offres de travail, surtout pour les ouvriers en grève ou mis à pied, a augmenté la concurrence et diminué le roulement des emplois.

Au cours du mois de septembre, la législation provinciale de contrôle des exploitations de carrières le long de l'escarpement du Niagara a amené l'imposition de permis provisoires de production de durée variable dans de nombreux établissements. Bien que cette législation n'ait encore eu aucune répercussion notable sur la main-d'œuvre, il pourrait se produire des réductions d'emploi à l'expiration des permis provisoires.

La grève du 15 septembre du Syndicat des travailleurs units de l'automobile contre General Motors of Canada Limited à St Catharines est d'une importance capitale pour les **industries de fabrication**. Les 6,521 employés de la production de l'entrepris ont directement été touchés par la grève. Ses 1,200 employés de bureau sont cependant restés au travail. Plusieurs fournisseurs de pièces ont été immédiatement touchés. Hayes-Dana Limited de Thorold a mis à pied 400 ouvriers de production et Thompson Products Limited de St Catharines a débouché 120 monteuses.

Les effets du conflit de General Motors ont également eu des répercussions dans le domaine des produits électriques. L'United-Carr Canada Limited de Brantford, fabricant d'indicateurs de direction,

a mis à pied 150 monteuses au mois de septembre. Au contraire, Lanark Manufacturing Company de Dunnville qui fabrique des circuits de câblage d'automobiles pour un des concurrents de General Motors a toutefois maintenu ses niveaux de production de pointe au mois de septembre et a embauché 100 ouvrières, grâce aux niveaux de fabrication accrus de son principal client.

L'industrie des textiles de la péninsule du Niagara montrait des signes persistants d'incertitude. La demande de main-d'œuvre, qui est restée faible par rapport au niveau de l'année passée, reflète les tentatives de l'industrie quant à la rationalisation des procédés de production pour faire face à la législation attendue. Les embauchages ont reflété la demande de main-d'œuvre de remplacement, surtout dans la région de Hamilton, alors que certaines entreprises ont continué à rogner leurs effectifs pour augmenter l'efficacité d'exploitation. En opposition à cette description générale, Dominion Fabrics Limited de Dunnville a réagi à des ventes et à une production soutenue en embauchant 20 ouvriers. D'autres industries locales employant une main-d'œuvre importante présentent des incertitudes analogues à celles des textiles. Bien qu'il n'y ait eu aucune mise à pied chez les fabricants de chaussures de Port Colborne, une entreprise n'a fonctionné que quatre jours par semaine pendant une moitié du mois de septembre.

Au cours de la période étudiée, le marché du travail de la région a pu réintégrer environ 40 des 140 employés mis à pied par la fermeture de Gardon City Paper Mills Company Limited de St Catharines. On considérerait cette usine comme désuète et incapable de produire à des prix de revient suffisamment bas pour concurrencer les produits américains de ce domaine.

L'industrie primaire des métaux de la péninsule du Niagara a adopté une politique "d'expectative" pour le quatrième trimestre de 1970. Plusieurs entreprises locales n'ont pas complètement remplacé les étudiants employés pendant l'été alors que les nouveaux embauchages, qui sont souvent nombreux à cette époque de l'année, étaient à un niveau minimum dans des entreprises aussi importantes que la Steel Company of Canada Limited et Dominion Foundries and Steel Company Limited, toutes deux de Hamilton. Il en était de même pour l'International Nickel Company of Canada Limited de Port Colborne. En outre, une mise à pied de 30 personnes chez Stelco Page-Hersey Work de Welland risquerait de se prolonger à cause de l'arrêt de General Motors. Les producteurs d'acier de la région estiment que le dollar canadien flottant pourrait diminuer les exportations et qu'une concurrence plus grande des Européens et des Japonais pourrait

offrir de nouveaux débouchés pour les étudiants et les mères de famille laborieuses.

Dans les secteur des **services**, les rapports sur l'industrie touristique indiquent une bonne année quant au volume des touristes mais une baisse quant au montant réel de dollars dépensé par ces touristes. Malgré ces problèmes, de nouveaux aménagements récréatifs sont en cours de construction. Un projet d'aménagements récréatifs ouverts en permanence de \$1,250,000 a été mis en chantier par Calabogie Investments Limited. On espère qu'une partie des aménagements seront prêts pour l'hiver prochain.

Il y a eu une activité considérable dans le domaine des maisons de santé, particulièrement à Carleton Place et à Cornwall où d'importantes exploitations nouvelles recherchent du personnel. Dans ce district, la demande d'assistantes-infirmières et d'autres professions annexes était généralement élevée. Dans les autres industries de services, il y a eu une demande en hausse de serveuses de restaurant, de sténographes bilingues, d'assistantes sociales brevetées et de personnel médical comme les médecins, les dentistes et les physiothérapeutes. Par ailleurs, il y avait des surplus de perforatrices débutantes, de personnel inexpérimenté de vente et de bureau (surtout à Lindsay), de chimistes, d'ingénieurs chimistes et de diplômés en lettres.

4 — NIAGARA — HAMILTON — RÉGION CENTRE-OUEST DE L'ONTARIO NIAGARA-HAMILTON

L'activité économique de la région de Niagara a été axée sur des changements notables dans plusieurs industries importantes. D'une part, le grand conflit ouvrier a sévèrement réduit la production et les niveaux d'emploi de l'industrie automobile. Ses répercussions se sont faites sentir non seulement sur la compagnie touchée par la grève mais aussi sur ses fournisseurs de pièces. D'autre part, l'activité de production attendue a conduit au rappel d'un grand nombre de personnes mises à pied dans les industries de machines agricoles, de matériel roulant de chemin de fer et d'aviation. La demande saisonnière de main-d'œuvre des secteurs de l'agriculture, de la conserverie et de la construction a servi de toile de fond à ces événements. Toutefois, l'incertitude économique, à laquelle la région de Niagara a fait face au cours de la plus grande partie de 1970, persiste.

Dans l'**agriculture**, le point culminant de la récolte a eu lieu au début du mois de septembre. Il s'en est suivi une demande d'ouvriers de ferme. L'activité de la région fruitière a été axée sur la

agriculteurs de la région. Dans les industries diverses, autre secteur en expansion, la Compo Records (Ontario) Limited de Cornwall a embauché plus de 100 jeunes femmes au cours des deux derniers mois par suite de l'augmentation de ses ventes.

La persistance des difficultés de l'industrie textile contraste avec l'amélioration des industries générales de fabrication. Au mois de septembre, et par suite de la dégradation des conditions du marché, Renfrew Textiles Limited de Renfrew, a mis à pied 18 personnes, cardeurs et fileurs pour la plupart. En dépit de ces événements, il se présente cependant encore dans ce district des pénuries d'opérateurs de machines à coudre, de couseurs de finition et de tailleurs. L'industrie des pièces électroniques et d'aviation, à la suite de fortes réductions des dépenses militaires, a aussi continué les mises à pied, les semaines de travail réduites et les fermetures. Renfrew Aircraft Limited a mis en route la phase initiale d'une cessation totale possible de sa production. Cette mesure touchera un total de 209 ouvriers, des dessinateurs, des dessinateurs en matrices hautement qualifiés. Toutefois, grâce à la pénurie d'ouvriers hautement qualifiés dans les mêmes domaines dans d'autres parties du district et de la région, on doit pouvoir trouver rapidement des débouchés de remplacement.

Le conflit du Syndicat des travailleurs unis de l'automobile avec General Motors a eu peu de répercussions dans l'est de l'Ontario. Au moment de la rédaction de cette revue, la seule entreprise touchée était Duplate Canada Limited de Hawkesbury qui a dû mettre à pied 100 personnes.

Dans le secteur du **commerce de détail**, les ventes étaient généralement en baisse et les perspectives à court terme étaient peu engageantes. A Arnprior, un magasin de vêtements a dû fermer ses portes à cause du ralentissement des affaires et à Cornwall plusieurs magasins fermés n'ont pu rouvrir. A Ottawa, les ventes au détail ont baissé de 2,5 pour cent par rapport à l'année dernière et peu d'entreprises ont augmenté leur personnel au cours des mois de septembre et d'octobre. Parmi les diverses raisons avancées de ce fléchissement, on indique le resserrement général du crédit, le chômage élevé et la réduction des dépenses des touristes. A la suite de cette baisse des ventes à laquelle s'ajoute le nouveau salaire minimum, il se dessine une nouvelle structure de l'embauchage. De nombreux détaillants embauchent moins d'ouvriers à temps complet et d'avantage d'ouvriers à temps partiel afin d'accroître leur flexibilité contre la nature cyclique de l'industrie et la hausse générale des frais. L'augmentation de l'embauche à temps partiel peut

claux et personnels, la demande habituelle de gardiennes d'enfants, de femmes de ménage, de cuisiniers et autre personnel de restaurants apparaissait avec netteté. On a signalé, surtout à Sault Ste Marie, une pénurie de personnel médical, d'infirmières, de logithérapeutes et de physiothérapeutes. L'ouverture d'un nouvel établissement Holiday Inn à Sudbury, a créé un certain nombre de nouveaux postes pour les métiers de services. On pense que cet établissement emploiera un personnel de 100 à 130 personnes.

3 — EST DE L'ONTARIO

Au cours des mois de septembre et d'octobre, l'accroissement saisonnier de l'emploi s'est poursuivi. Il n'a toutefois pas été assez important pour absorber une main-d'oeuvre en augmentation. Par suite, le chômage est resté à un niveau supérieur à la normale. On a fait face à un surcroît notable de main-d'oeuvre dans les secteurs des textiles, de l'électronique, des pièces d'avions et du commerce de détail. Au cours de cette période, la construction, les aliments et boissons, les appareils électriques et diverses industries manufacturières étaient les bénéficiaires de la plus forte impulsion d'expansion.

Dans l'**agriculture**, on a subi les pénuries habituelles de cueilleurs saisonniers et d'autres types d'assistance agricole pour la récolte, surtout dans les régions de Napanee, Trenon et Brockville. On a encore eu recours à l'assistance d'ouvriers antillais pour la récolte. L'aide apportée par ces ouvriers s'est avérée satisfaisante et a contribué à éviter de graves pénuries. A l'exception d'une gelée précoce qui a endommagé la récolte de pommes dans certaines régions, les récoltes ont été généralement bonnes et les prix sont restés stables.

Il s'est produit un revirement important dans le secteur de la **construction** qui jusque-là, avait été déprimé. La plus grande partie du district travaillait presque au maximum de sa capacité à mesure que les segments commerciaux et domiciliaires, en perte de vitesse, de cette industrie se joignaient au développement sain de la construction institutionnelle. A Kingston, la valeur des permis de construction émis en août 1970 était supérieure de 76% à celle du même mois de 1969, alors que le chiffre de juin 1970 était de 42% inférieur à celui de juin 1969. Seuls Pembroke, Lindsay, Napanee et Renfrew allaient à l'encontre de cette tendance ascendante générale et, même dans ces régions, les conditions se sont améliorées par rapport aux niveaux antérieurs. Les raisons de ces perspectives favorables englobaient une importante demande continue de

logements, une inflation en légère diminution, des taux d'hypothèque en baisse et une augmentation des subventions pour les logements à bon marché. Les régions les moins actives énumérées ci-dessus disposent de surplus de main-d'oeuvre dans tous les domaines alors que dans d'autres régions, on fait face à des pénuries de charpentiers, de briqueteurs, de plâtriers et de divers ouvriers non syndiqués de la construction.

La phase ascendante de l'industrie de la construction arrive à un moment opportun car la productivité accrue des grandes fermes centralisées et la compression du rapport frais/prix de revient pousse davantage les agriculteurs ayant de faibles marges bénéficiaires à quitter leur ferme. Une augmentation des emplois dans la construction offrira à ces personnes de meilleures possibilités dans le domaine des travaux non agricoles.

Au cours des mois de septembre et d'octobre, les **industries de fabrication**, parallèlement à la construction, constituaient le secteur le plus animé de l'économie du district et offraient des perspectives d'activité encore plus brillantes pour les mois à venir. Dans la région de Kingston, de nouvelles usines d'importance primordiale dont on a parlé dans la dernière revue, ainsi que de nombreuses installations de moindre envergure et les annonces intermittentes d'agrandissements, indiquaient une amélioration fondamentale des industries de fabrication de l'Est de l'Ontario.

Grâce à l'apparition d'un aussi grand nombre de nouvelles usines de fabrication, on assiste à un véritable essor économique du district. Cela est en grande partie dû aux programmes stimulants du ministère fédéral de l'Expansion économique régionale et de la Société provinciale de développement de l'Ontario. En plus de ces stimulants, la région offre aussi les avantages d'accès aux marchés, de salaires plus bas pour la main-d'oeuvre qualifiée, d'un coût de la vie plus raisonnable et de conditions ambiantes plus acceptables.

Parmi les réalisations à court terme, il faut noter l'annonce par Phillips Cable Limited de Brockville d'un projet d'expansion de \$700,000 des installations de fabrication de câbles. Quand ce projet sera réalisé, il aura été créé 25 emplois nouveaux qui seront portés à 38 au cours des deux prochaines années. Le secteur des aliments et des boissons a été aussi actif. Quaker Oats Company of Canada Limited de Peterborough a embauché 10 employés masculins et rappelé 6 employées féminines dans le cadre de l'augmentation saisonnière de son travail de transformation. Pour la troisième année consécutive, l'augmentation des achats de maïs de Corby Distilleries Limited de Belleville a profité aux

de rapport ainsi qu'un certain nombre de nouveaux bureaux de postes. Ces entreprises auxquelles s'ajoutent des projets de construction de routes devraient assurer du travail pour les ouvriers locaux de la construction pendant plusieurs mois.

La plupart des travaux de construction de la région de Sault Ste Marie étaient de nature industrielle. La nouvelle usine construite pour Algoma Steel, qui était sur le point d'être terminée, constituait une exception importante. Parmi les autres entreprises importantes, on notait l'adjonction d'un nouveau corps de bâtiments au collège Cambrian. Les travaux devraient durer de six à huit mois.

Au cours du mois de septembre, l'abondance inhabituelle des pluies à Sault Ste Marie et en d'autres régions du nord de l'Ontario a gêné les travaux de construction et de rénovation. On faisait face à une pénurie d'ouvriers qualifiés dans la région de Fort Frances. Parmi les grands projets en cours, on notait la construction d'une station de transport d'énergie électrique par la Commission hydroélectrique de l'Ontario. La commission scolaire de Fort Frances-Rainy River a mis en adjudication une nouvelle école élémentaire dont la construction commencerait en octobre. Dans l'interval, les mises à pied prévues de l'automne ont commencé sur le chantier de la future centrale hydroélectrique de New Liskeard. Au cours de cette période, la main-d'oeuvre a été réduite de 870 employés à environ 630.

Dans le secteur du commerce de gros et de détail, il existe, dans plusieurs régions, une tendance vers l'embauche de main-d'oeuvre à temps partiel pour réduire les frais. Les étudiants embauchés pour les mois d'été ont souvent été gardés à temps partiel provoquant ainsi une diminution du nombre d'ouvriers nécessaires à leur remplacement lorsqu'ils quittent normalement le marché du travail. Au mois de septembre, il a été réalisé des augmentations des ventes qui sont toutefois d'une nature essentiellement saisonnière et attribuables aux achats de la rentrée des classes. Certains employeurs font preuve d'optimisme quant au volume des affaires des deux mois à venir. L'approche des fêtes de Noël devrait créer des débouchés supplémentaires pour le personnel de vente.

Les expéditions de céréales et de minerais de Thunder Bay ont continué à dépasser les niveaux des années précédentes. L'ensilage et les expéditions de céréales ont surtout augmenté au cours de la seconde moitié de septembre. Les principales compagnies d'ensilage ont embauché une centaine de nouveaux employés. Le niveau élevé d'activité doit se poursuivre jusqu'à la fin de la saison de navigation.

locales paraissaient insuffisantes. Au début de septembre, Sault Ste Marie a engagé son premier commissaire industriel. On espère que ses services contribueront au développement des activités industrielles de la région.

Truco Canada Limited, fabricants de forêts à diamants, ont ouvert officiellement leur usine de \$600,000 à North Bay. Cette installation utilise les services d'environ 30 ouvriers d'usine et de 12 employés de bureau. Dans l'interval, 170 employés de la Canadian Longyear Limited, qui se trouve aussi à North Bay, étaient en grève en septembre. Toutefois, on s'attend à ce qu'à l'avenir, l'économie de North Bay soit stimulée par l'annonce des projets d'implantation de quatre nouvelles compagnies. Ces compagnies emploieraient des effectifs d'environ 200 personnes. La division canadienne automobile de Hawker Siddeley Canada Limited de Thunder Bay, a été fermée à la suite d'un conflit ouvrier en août et en septembre. Des entretiens entre le syndicat et la compagnie doivent avoir lieu au cours de la dernière semaine de septembre.

Dans le secteur du papier et de la pâte à papier, les deux usines locales de Thunder Bay sont revenues à une semaine de travail de six jours après une réduction qui l'avait portée à cinq jours. Les ouvriers qui avaient été mis à pied ont été réembauchés. Dans la région de Kapuskasing, l'accord intervenu entre les trois syndicats locaux, la Spruce Falls Power and Paper Company Limited et l'Abitibi Paper s'annonçait encourageant car un conflit ouvrier aurait eu des conséquences défavorables d'une portée considérable.

Dans l'industrie de la construction, les activités étaient inférieures à la normale dans de nombreuses régions. Cependant, au cours de cette période, de nettes améliorations se faisaient jour surtout à Sault Ste Marie, Fort Frances, North Bay, Thunder Bay et Sudbury. Dans de nombreux centres on devait faire face à des pénuries de degrés divers de rigueur. A la suite des avaries importantes provoquées par une violente tempête qui a frappé la région le 20 août, la demande normale d'ouvriers de la construction a augmenté dans les régions de Sudbury, Lively et Copper Cliff.

Dans la région de Sudbury, à Lively, l'Inco a mis un terrain à la disposition d'un important projet de construction. Au moment de la rédaction de cette revue, on ne dispose cependant d'aucun renseignement quant à la date de mise en chantier ou quant au nombre d'ouvriers devant être employés. La Société centrale d'hypothèques et de logement a approuvé les demandes de prêts hypothécaires pour ces travaux. Pour cette région, on projetait également la construction de plusieurs autres immeubles

Point se sont poursuivis et on a envisagé de nouveaux embauchages d'ouvriers de la construction. La mise en chantier d'un immeuble de 64 appartements à Port Elgin et les projets de construction par le Canadien National d'un embranchement ferroviaire entre Port Elgin et Douglas Point sont à rapprocher de ces travaux. Parmi d'autres entreprises bénéfiques, on note la construction et l'agrandissement d'écoles à Parry Sound et à Midland. La construction était néanmoins largement en dessous de ses niveaux de pointe. A Barrie, des difficultés de terrain ont arrêté l'important projet de la Formosa Spring Brewery. Dans le canton de Nottawasaga, région de Collingwood, toutes les constructions ont été gelées par l'office municipal de l'Ontario en attendant la préparation d'un plan officiel de zonage par le canton.

Dans le secteur du **commerce de détail**, l'ouverture d'un centre d'achat à Barrie, au début de l'automne et d'un nouveau magasin à Orillia constituent des réalisations importantes qui ont créé de nombreux emplois nouveaux. Dans les autres endroits, les activités du commerce de détail ont légèrement baissé après la saison d'été par suite du fléchissement normal du tourisme. Cette baisse a provoqué une diminution de la demande de serveuses de restaurants, de cuisiniers et de femmes de chambres.

Dans la région de la Baie Georgienne, le secteur des **services** a tendance à devenir moins saisonnier que par le passé grâce à la place de plus en plus importante prise par les activités récréatives hivernales. Néanmoins, une réduction des activités continues à se faire sentir dans les périodes intermédiaires entre l'hiver et l'été. Dans les autres secteurs des industries de service, on a enregistré une demande de chauffeurs de véhicules de livraison et de chauffeurs-vendeurs.

2 — NORD DE L'ONTARIO

Au cours des mois de septembre et d'octobre, le marché du travail s'est quelque peu amélioré dans le nord de l'Ontario. La nature de cette amélioration est en partie saisonnière car les employeurs ont embauché des travailleurs supplémentaires pour remplacer les étudiants qui ont quitté leur emploi pour reprendre leur études.

En septembre, les **industries forestières** ont subi des réductions saisonnières, en particulier dans la région de Thunder Bay où environ 450 bûcherons ont été mis à pied. Dans certaines régions, des pluies abondantes ont gêné l'exploitation et provoqué un ralentissement des activités. A Sault Ste Marie,

l'Abitibi Paper Company Limited qui emploie environ 500 personnes a dû, à cause du manque de commandes, fermer ses portes pendant une semaine. Depuis, tous les travailleurs ont été rappelés mais leur semaine de travail a été réduite de sept à cinq jours. Jusqu'à maintenant, l'exploitation forestière de la compagnie n'a pas été touchée et il n'y a eu aucune mise à pied d'ouvriers.

Au mois de septembre, dans l'**industrie minière**, l'International Nickel Company Limited a terminé son embauche dans les provinces maritimes après avoir offert 350 emplois. La pénurie de logements dans la région de Sudbury s'est révélée un problème embarrassant. La demande de nickel s'avérerait favorable au point que l'Inco envisageait la mise en exploitation de trois de ses propriétés non productives. Cette décision pourrait créer des débouchés supplémentaires pour plusieurs centaines de travailleurs. A Sault Ste Marie, après la fermeture des vacances, la division des minerais de l'Algoma Steel Corporation Limited a repris, en août, la totalité de ses activités. Tous les ouvriers ont été rappelés ou sont en instance de l'être.

A Elliot Lake, la situation n'était pas aussi encourageante car la compagnie Denison Mines Limited a signalé que sa mine fermerait en juin 1971 si elle ne peut obtenir d'avantage de subventions gouvernementales. Cette fermeture toucherait directement environ 900 ouvriers, c'est-à-dire presque la moitié de la main-d'oeuvre d'Elliot Lake. Dans la région de North Bay, Copperfield Mines et Sherman Mines ont travaillé à plein régime. On y signalait des pénuries d'ouvriers d'entretien d'usine et de soudeurs. Noranda Mines Limited compte mettre, à brève échéance, une mine de nickel en exploitation qui produirait 700 tonnes par jour. Cette compagnie envisage la construction d'une route de 16 milles menant à cette mine. Ces projets amélioreraient, au moins temporairement, la situation locale de l'emploi. Dans l'inter valle, on s'attend à ce que Canadian Jamieson Mines Limited ferme dans quelques mois. Cette fermeture toucherait environ 139 employés. La fermeture de Renabie Gold Mines, près de Sudbury, n'a pas augmenté le chômage local parce que les ouvriers touchés par cette mesure ont tous été reclassés ailleurs.

Dans le secteur de **fabrication** de l'économie, la production d'Algoma Steel, à Sault Ste Marie, a été très active, après les fermetures de vacances de la dernière semaine d'août et de la première semaine de septembre. Dans cette région, on faisait face à une pénurie de certains professionnels, comme les tuyautiers, les électriciens, les électromécaniciens et les machinistes. On a commencé à recruter en dehors de la région parce que les disponibilités

Collingwood, 240 employés de TRW Electronic Components Limited, 201 ouvriers de LOF Glass of Canada Limited et pratiquement le personnel complet de 305 personnes de Daal Specialties Limited ont été mis à pied. En outre, un certain nombre d'autres fabricants de pièces et d'accessoires accusaient leur production et envisageaient des mises à pied importantes si la grève se poursuivait plus longtemps. A Bracebridge, la division automobile de la North American Rockwell Corporation a mis à pied 32 ouvriers. A Midland, au moment de la rédaction de cette revue, 100 personnes ont été mises à pied chez Bay Trim Accessories Limited et Decor Metal Products Limited. Ces compagnies envisageaient la possibilité d'autres compressions de personnel. A Orillia, les fabricants de sièges Heywood Wakefield Company of Canada Limited ont débouché 10 employés. Par ailleurs, les campagnes ayant des clients autres que General Motors ont continué leur production. A Owen Sound, au cours du mois des septembrer, Goodyear Tire and Rubber Company of Canada Limited et Whitaker Cable of Canada Limited ont embauché de nouveaux employés.

Dans les autres secteurs de fabrication, il y a eu des mises à pied importantes à la fois de fait et à venir. A Barrie, 50 employés de l'usine d'appareils électriques de la Canadian General Electric Company Limited sont toujours sans emploi. West Bend of Canada Limited poursuivait les réductions de personnel de ses installations en mettant à pied 44 ouvriers de production. A Owen Sound, chez RCA Limited, 75 personnes mises à pied en mai 1970 sont toujours sans emploi. A Collingwood, le niveau d'embauche à Canadian Shipbuilding Engineering Limited avait atteint 800 personnes au début de l'automne. Cette compagnie envisageait toutefois la mise à pied de 500 personnes pour l'hiver prochain si elle ne parvenait pas à obtenir de nouveaux contrats.

Il y a cependant quelques notes plus réjouissantes. On pense que Kimberly-Clark of Canada Limited commencera en octobre l'embauche pour sa nouvelle usine de Huntsville avec 25 personnes. Dans un même ordre d'idée, il y a eu de nouveaux embauchages chez Canadian Pittsburgh Industries Limited à Owen Sound et chez Motorola (Ontario) Limited à Midland. A Orillia, il existe une demande permanente d'ouvriers locaux de fonderie. Il y a aussi une pénurie de main-d'oeuvre industrielle qualifiée. Les salaires peu élevés étaient toutefois en partie responsables de cette situation.

On s'est trouvé en présence de tendances diverses dans le secteur de la **construction**. Les travaux sur le chantier de l'usine nucléaire de Douglas

publique ont repris le travail le 24 septembre après deux semaines d'arrêt et après avoir obtenu une augmentation de salaire de 15 pour cent sur une période de deux ans, une augmentation de 60 pour cent de la contribution de la Commission à l'assurance-groupe médicale et hospitalière qui entrera en vigueur le 1^{er} juillet 1971 et l'adjonction du lundi de Pâques à la liste établie des fêtes légales.

Parmi les membres de professions libérales, les techniciens et les cadres, on a enregistré en septembre une augmentation de 2 pour cent du nombre de postes vacants par rapport à août. Dans la région d'Oshawa, on continuait à rechercher du personnel hospitalier alors que la demande dans le domaine industriel semblait avoir diminué. A Oakville, les inscriptions continuent à s'accumuler. On remarque surtout une concentration de cadres moyens de gestion et de supervision touchés par les réductions de personnel. De nombreux candidats étaient désavantagés par le fait qu'ils étaient soit trop âgés, soit des nouveaux immigrants, soit d'une compétence limitée ou inexistante. Les diplômés d'universités ou de collèges d'enseignement général et professionnel de fraîche date représentaient une forte proportion de la troisième catégorie.

BAIE GEORGIEENNE

La baisse des offres d'emploi qui se produit normalement dans les CMC de la Baie Georgienne à l'arrivée de l'hiver a été accentuée cette année par le phénomène général d'une activité économique en sommeil et par les répercussions sur les industries annexes locales de l'arrêt de travail de General Motors of Canada Limited. L'activité touristique saisonnière a touché à sa fin en certains endroits. Dans d'autres endroits où le tourisme est plus permanent, des événements contraires ont réduit à néant les effets favorables.

Dans l'**agriculture**, la récolte d'avoine, d'orge et de tabac était terminée en septembre, avant l'arrivée des gelées. Une diminution importante de la surface cultivable autorisée du tabac a provoqué une baisse des emplois disponibles. Ces mesures ont particulièrement touché les travailleurs qualifiés. Des conditions climatiques défavorables ont gêné la cueillette des pommes. Il en est résulté un niveau d'embauchage plus faible. Le nombre de travailleurs antillais embauchés était inférieur d'un tiers à celui de 1969. La récolte de pommes de terre est maintenant pratiquement entièrement mécanisée; de ce fait, elle offrait peu de débouchés cette année.

Dans la **fabrication**, au début de l'automne, les expériences de divers CMC ont reflété le degré de dépendance locale sur l'industrie automobile. A

mobile, sont parvenus à un accord sur un contrat de 25 mois augmentant les salaires de 19 pour cent.

L'industrie des plastiques présentait des tendances diverses. Alors que Bruchmann Manufacturing Limited d'Oakville, fabricants de voiliers en série et à la commande, augmentaient la superficie de leurs installations de 10,000 pieds carrés, Canadian Industries Limited de Brampton a mis à pied, en septembre, 20 ouvriers de production par suite de la demande insuffisante de l'industrie de la construction.

Les produits chimiques ne présentent pas une orientation nettement définie. A Oakville, G. D. Searle & Company of Canada Limited, fabricants de produits pharmaceutiques, construisent une nouvelle usine devant ouvrir ses portes au mois d'avril 1971 avec un effectif de main-d'oeuvre de 50 personnes. Sterling Drug Limited d'Aurora s'est lancé dans un programme de développement de 2 millions de dollars qui couvre l'agrandissement de l'usine et du nouveau matériel de transformation. Les travaux doivent être terminés à la fin de 1971. Bacardi and Company of Canada Limited, ont toutefois reporté l'ouverture prévue en septembre de leur usine de Bramalea à la fin du mois d'octobre. Le 9 octobre, les réductions ininterrompues des ventes ont amené Du Pont of Canada Limited d'Ajux à cesser la fabrication de ses séries de produits industriels provoquant ainsi la mise à pied permanente de 35 employés.

Un conflit ouvert a éprouvé la fabrication de la botte et de la chaussure. Il s'est terminé le 7 octobre, lorsque 151 opérateurs de machine à coudre, coupeurs, emballleurs, ouvriers d'entrepôt, colleurs, monteurs et finisseurs sont parvenus à un accord avec T. Sisman Shoe Company Limited d'Aurora.

Malgré de grands projets individuels actuellement en cours ou projetés, le secteur de la construction a subi un surcroît de détérioration dans les offres d'emplois. Le nombre de postes vacants inscrits au mois de septembre a baissé de 43 pour cent par rapport à celui d'août. Les travaux de démolition sur le terrain du nouvel immeuble de \$2,630,000 de la police d'Oshawa ont commencé le 15 septembre. On projetait également, pour le nord d'Oshawa, la construction d'un centre d'achat de trois magasins et d'un immeuble de rapport de deux étages. Douze employés de la Gay Construction Company, occupés à des travaux de réparation à l'usine General Motors d'Oshawa ont été mis à pied à la suite des mesures prises par le Syndicat des travailleurs unis de l'automobile. A Bramalea, on a entrepris la construction d'un grand nombre d'habitations et de plusieurs usines. Le syndicat ou

les sous-traitants de Toronto fournissent toutefois la main-d'oeuvre. De ce fait, le marché local de la main-d'oeuvre n'est pratiquement pas touché.

Le secteur du commerce de gros et de détail, a également montré une diminution de la demande de main-d'oeuvre. Le nombre de postes vacants enregistrés au mois de septembre était de 12 pour cent inférieur à celui du mois d'août. On espérait toutefois que plusieurs centres d'achat nouveaux assureraient, à l'avenir, une reprise de la demande. A Oakville, les travaux de 22 nouveaux magasins devant s'ajouter au centre d'achat Hopedale ont commencé. L'accord obtenu par 70 travailleurs à temps partiel de Steinberg Miracle Food Mart d'Oshawa, leur donnera des augmentations de 16,7 pour cent la première année et de 14,3 pour cent la seconde année.

Les besoins de main-d'oeuvre dans les services ont notablement augmenté en automne. Le nombre de postes vacants en septembre était de 31 pour cent supérieur à celui du mois d'août. Une pénurie de personnel de restaurant et de caféteria, dans la région de Brampton, était due au faible taux des salaires et aux conditions de travail défavorables. Alors qu'on a rencontré des difficultés de recrutement de cuisiniers de service rapide qualifiés pour suffire à la demande locale, les cuisiniers hautement qualifiés, qui ont subi la mise à pied saisonnière des clubs de pêche, de golf et de sport, n'ont pas pu trouver d'emplois aux salaires demandés. On faisait simultanément face à une pénurie de coiffeurs pour dames qualifiés et à un surplus d'apprentis à Brampton et dans sa région. Une faible demande continue de mécaniciens brevetés d'automobile de la part des stations-services et des ateliers de réparation restait insatisfaite, le personnel qualifié étant peu disposé à travailler à un taux forfaitaire.

La seule mise à pied dans le secteur des services a été une conséquence directe du conflit entre General Motors et le Syndicat des travailleurs unis de l'automobile. Le 14 septembre, 70 aide-cuisiniers et 20 chauffeurs de camions ont été mis à pied par Versaford Services Limited d'Oshawa.

Deux cent soixante membres du Syndicat international des employés des services travaillant pour l'hôpital Peel Memorial à Brampton ont négocié des augmentations de salaire de 22 à 33 pour cent dans le cadre d'un accord de 30 mois. Venant à expiration le 31 décembre 1972, cet accord pourrait servir de modèle pour les futures négociations de contrats avec les employés des hôpitaux de Toronto.

Dans l'administration publique, 160 employés du bureau du gouvernement provincial et membres du Syndicat canadien des employés de la fonction

Pressite de Brampton, fabricants de produits d'élançhification pour l'industrie automobile ont diminué leur personnel d'un tiers. Cette entreprise envisage de nouvelles réductions de personnel si la grève doit se prolonger. Comco Metal Products Limited d'Orangeville qui fabrique des appuis-tête de sièges d'automobiles n'a fonctionné qu'avec les deux tiers de son effectif habituel de travail qui est d'environ 100 personnes.

Les concurrents nord-américains de General Motors n'ont pas échappé au ralentissement économique général. Chrysler Canada Limited à Ajax, fabricant de tapisseries d'automobile, a donné congé à 120 de ses employés le 9 octobre. Ford d'Oakville, qui avait embauché du personnel au début de l'automne dernier s'en est abstenu cette année.

La fabrication des produits métalliques et les constructions mécaniques ont subi à la fois des mouvements d'expansion et de mises à pied. Ecodyne Limited d'Oakville, filiale de Procor Limited, s'est assurée les contrats de fabrication de deux évaporateurs, d'un montant total de 3 millions de dollars pour des usines de pâte à papier de Colombie britannique. Dans l'intervalle Procor Limited d'Oakville, fabricants et loueurs de wagons-réservoirs de chemins de fer, ont mis à pied 75 employés, soudeurs pour la plupart, par suite d'un conflit ouvrier prolongé et des conditions économiques générales. Fetic Industrial Developments Limited de Windsor devait commencer à Oshawa en janvier 1971, la construction d'une aciérie de 10 millions de dollars devant être terminée en juillet 1972. Ces travaux feront appel à 200 ouvriers, pour la plupart de la région d'Oshawa. Ontario Malleable Iron Company Limited d'Oshawa, a mis à pied, à compter du 16 octobre, 345 ouvriers de fonderie à des fins de réduction de stock. Ces ouvriers seront rappelés le 2 novembre. Deux conflits ouvriers ont pris fin au cours de la période étudiée. Ils ont apporté quelques améliorations dans la situation de l'emploi. Chez Foundry Company Limited de Bowmanville, 80 ouvriers d'aciérie ont signé un contrat de deux ans intéressant les salaires et l'amélioration des dispositions concernant les rentes de retraite, le bien-être et les vacances. Un conflit de 73 jours a pris fin le 13 octobre, après que 146 employés et la direction de Pre-Con Murray Limited de Brampton, fabricants de béton pré-moulé soient parvenus à un accord sur les salaires.

La fabrication d'appareillage électrique progressait prudemment. Soixante-sept employés de bureau et de laboratoire ont été mis à pied par Northern Electric Company Limited à Bramalea, les commandes pour l'exportation n'ayant pas abouti. Honeywell Controls Limited de Bowmanville et 200 membres du Syndicat des travailleurs unis de l'auto-

registres de salaires comprennent 45 pour cent des 47,500 ouvriers canadiens à salaire horaire employés par les quatre compagnies automobiles nord-américaines étaient toujours interrompues. Les pertes de salaires des ouvriers de General Motors se chiffraient entre 3,5 et 3,75 millions de dollars par semaine. Les usines d'Oshawa emploient environ 11,000 des 23,000 employés de General Motors au Canada.

Les conséquences de ce conflit ne se sont pas limitées à General Motors; elles ont atteint la plupart des secteurs de l'économie. Il y a, au Canada, environ 4,000 compagnies qui fournissent General Motors avec une gamme de produits allant des matériaux semi-traités aux pièces d'automobiles. L'arrêt de travail a réduit les expéditions quotidiennes à General Motors d'environ 3,4 millions de dollars. Il a été procédé à un nombre considérable de mises à pied.

La première mise à pied imputable au conflit automobile s'est produite le premier jour de grève quand T. G. Gale Limited d'Oshawa, fabricants de caisses et de boîtes en bois pour l'exportation automobile, ont congédié 30 ouvriers d'usine; 40 autres ont été mis à pied le 18 septembre. Gen-Auto Company Limited d'Oshawa, qui assure le transport des véhicules, a mis à pied 83 employés. Union Carbide Canada Limited de Brampton, fabricant de mousse, a congédié 9 employés pour une durée illimitée. Canada-Ferro Company Limited de Brampton, fabricant de pièces d'automobiles a mis à pied 24 ouvriers pour une durée indéterminée. Standard Product Canada Limited de Georgetown, fabricant d'ensembles de glaces et de pare-brise, dont 50 pour cent de la production est destinée à General Motors, a provisoirement mis à pied 40 ouvriers et

A partir du 2 octobre, Ontario Steel Products Company d'Oshawa, fabricant de ressorts d'automobiles et fournisseurs de General Motors ainsi que d'autres entreprises a mis à pied 30 de ses 108 employés. La mise à pied la plus importante de cette série a eu lieu chez Houdaille Oshawa Limited, fabricant de pare-chocs de véhicules automobiles, où 445 hommes ont été mis en congé jusqu'au 2 novembre. Le 13 octobre, Duplate Canada Limited d'Oshawa, fabricant de glace de sécurité, a donné congé à 87 de ses employés horaires et, le 16 octobre, une autre mise à pied de 90 personnes prenait son origine dans la grève et l'arrêt de la production non automobile. Monsanto Canada Limited (division d'Oakville) fournisseurs de pellicule en vinyle, de toiles et de tissus enduits ont réduit la semaine de travail de 5 à 3 jours pour leurs 135 employés. Lustr Steel Products Company de Brampton, a mis à pied 16 ouvriers. Interchem

cette activité n'indiquait pas un accroissement de la demande.

CENTRE DE L'ONTARIO

Dans les CMC de la zone périphérique indus-

trielle encerçant le Toronto métropolitain, le relèvement habituel du marché du travail en automne a été partiellement annulé par le ralentissement normal de nature cyclique. Le grand conflit ouvrier commencé le 14 septembre qui n'était pas encore réglé au moment de la rédaction de cette revue et qui mettait en cause General Motors of Canada Limited à Oshawa et plus de 11,000 employés appartenant au Syndicat des travailleurs unis de l'automobile d'Amérique, AFL/CIO-CLC, Local 222, constituait un autre facteur de ralentissement. Le total des postes vacants enregistré dans les centres de main-d'oeuvre au mois de septembre a baissé de 8% par rapport au mois d'août. Tous les secteurs industriels, à l'exception de l'agriculture et des services, n'ont montré aucune amélioration saisonnière. Bien que les mouvements d'expansion se soient poursuivis dans toute la région, les mises à pied dans les industries annexes de la production automobile se sont multipliées à mesure que se sont développées les conséquences accumulées du conflit automobile. Dans la région d'Oshawa, des épouses d'ouvriers de l'automobile se sont mises en grand nombre en quête d'un emploi pour accroître les revenus familiaux.

Dans l'agriculture, au mois de septembre, l'arrivée de la saison des récoltes a provoqué une augmentation de 21% des postes vacants par rapport au mois d'août, quoique l'activité du marché du travail dans toutes les localités, à l'exception d'Oakville, soit restée faible. Dans la région d'Oshawa où la récolte de tabac de l'année n'a couvert que 40 à 50% de la superficie totale habituelle, la demande de main-d'oeuvre locale a été faible. A Newmarket, les usines d'emballage des légumes sont passées à leur niveau de pleine production un mois plus tard que d'habitude. On y a embauché des épouses d'ouvriers locaux en chômage. Grâce à la récolte de fruits, on a remarqué une certaine augmentation de l'emploi à Brampton mais, même dans ce cas, la demande était faible. Les exploitants de l'industrie laitière de la région de Brampton ont toutefois continué à demander de la main-d'oeuvre de ferme expérimentée dans les dispositifs de traite en "série", le classement du bétail et la gestion générale des fermes.

Dans le secteur de la fabrication, le conflit ouvrier de l'industrie automobile a déformé les aspects saisonniers habituels. Ses effets se sont com-

muniqués à des secteurs importants de la fabrication.

Dans l'industrie, on a assisté à un nombre considérable de mises à pied. Le nombre de postes vacants signalé au mois de septembre était inférieur de 6% à celui du mois d'août. Les mouvements de personnel ont été faibles et les fermes réintégrant les effectifs ont permis le soulagement de la plupart des déséquilibres du marché. Les développements industriels ont toutefois continué à un rythme régulier. Caristrap Sales Corporation Limited a reçu un prêt non remboursable de \$100,000 de la Société de Développement de l'Ontario pour la construction d'une usine à Bowmanville. On pense que cette usine qui coûtera un total de \$464,000 amènera la création de 349 emplois nouveaux sur une période de cinq ans. Il y sera fabriqué du matériel d'arrimage de containers et des outils de montage.

En venant se superposer sur une industrie automobile qui souffre déjà d'un marasme cyclique et qui est assaillie par une concurrence étrangère accrue, le conflit ouvrier entre General Motors et le Syndicat des travailleurs unis de l'automobile a provoqué des répercussions sur les marchés locaux et nationaux de la main-d'oeuvre et des denrées. Les quatre principaux constructeurs nationaux de véhicules à moteur n'ont vendu que 44,625 unités en septembre, soit 27% de moins que pour le même mois de 1969. Sur ce total, General Motors a vendu 15,628 unités, ce qui représente une baisse de 45% par rapport à la même période de l'année précédente, American Motors (Canada) Limited en a vendu 1,356, soit une baisse de 30% et Ford Motor Company of Canada Limited en a vendu 18,554, soit une diminution de 10%. Les fabricants d'automobiles d'outre-mer ont porté leur part du marché canadien de 25 à 28 pour cent de juillet à août.

Parmi les points en litige entre les deux parties, les salaires, les indemnités de coût de la vie, les rentes de retraite et les questions locales prédominent. Dans ses toutes dernières conditions, le Syndicat des travailleurs unis de l'automobile demandait une augmentation moyenne de 6 1/2% de l'heure ou 16.3 pour cent au cours de la première année. Les taux d'augmentation de la deuxième et troisième année étaient laissés ouverts à la négociation. General Motors a offert une moyenne de 38¢ pour la première année et 3 pour cent pour chacune des deuxième et troisième années. La compagnie offre ainsi une augmentation moyenne de 9.8 pour cent la première année. Cette augmentation comprend 26 cents en litige réclamés par le syndicat dans le cadre du dernier accord.

Les activités des usines de General Motors qui fabriquent environ 31 pour cent de tous les automobiles et camions produits au Canada et dont les

a été difficile en dépit de la disponibilité de constructions neuves et anciennes en vente et de fonds

Pour le personnel de bureau, la demande a porté surtout sur les dactylographes, sténographes et archivistes. Les dactylos, secrétaires et employés de comptabilité expérimentés ont été recherchés comme d'habitude mais des places sont restées vacantes à cause des salaires et du manque persistant de candidates qualifiées et expérimentées. Cependant, le nombre de vacances enregistrées aux centres de main-d'oeuvre du Canada à Toronto à la fin de septembre était de 13 pour cent de moins que celui du mois précédent et de 47 pour cent de moins que celui de l'année précédente. Le nombre de candidats à des emplois de bureau a considérablement augmenté en septembre et en octobre lorsque les femmes mariées sont revenues dans le marché du travail à la rentrée ou, parfois, parce que leur mari était en chômage.

Dans le secteur de la **fonction publique** l'activité sur le marché du travail a été calme pendant l'automne. Le gouvernement fédéral ainsi que le gouvernement provincial ont embauché beaucoup de travailleurs et d'employés de bureau temporaires mais peu d'employés permanents.

Le marché du travail pour les occupations professionnelles, techniques et de direction est devenu extrêmement sélectif et l'ethargique. Le nombre de postes vacants enregistrés à la fin de septembre était de 2 pour cent de moins que le nombre enregistré à la fin d'août et de 23 pour cent de moins que le nombre de l'année précédente au même moment. La réduction des dépenses qui se produit normalement en période de régression économique s'est fait sentir de façon particulièrement aiguë sur le marché du travail des dirigeants. En outre, la situation du marché du travail a été aggravée par la demande croissante d'expérience connue et de formation théorique et le manque de mobilité chez les professionnels et le personnel de direction. Par suite du surplus croissant d'ingénieurs dans tout les domaines, il est devenu extrêmement difficile pour les immigrants sans expérience professionnelle au Canada de trouver du travail. Le nombre de postes de vente avancés a légèrement augmenté mais la plupart des emplois exigeaient une expérience de vente extrêmement spécialisée. Au niveau des vendeurs, ceux qui travaillaient à la commission ont continué à demander des emplois salariés, souvent bien moins rémunérés. L'emploi d'ingénieurs civils et d'ingénieurs des sols, d'inspecteurs de la construction, de technologues civils, de dessinateurs des constructions et de dessinateurs municipaux a continué à diminuer, mais malheureusement pas à une certaine activité.

ment construits, mais le volume général des ventes est resté décevant.

Les ventes au détail ont légèrement baissé pendant les mois de septembre et d'octobre, malgré une certaine modération dans le rythme d'augmentation des prix. Les articles les plus touchés ont été les biens durables et consommables ainsi que les articles de luxe, particulièrement les automobiles. Beaucoup d'entreprises ont eu recours à une augmentation de l'embauche de personnel de vente et de travailleurs d'exploitation intermittents pour garder une certaine souplesse. Le recrutement dans ce domaine a donc porté sur les éléments périphériques de la main-d'œuvre. On ne prévoyait pas que la demande de personnel de vente atteindrait son maximum avant novembre et décembre, au moment de l'expansion des ventes pour Noël, particulièrement dans les grands centres d'achat. Les conséquences sur le marché du travail de la mise à pied en janvier des employés embauchés pour la période de pointe seront peut-être modérées par l'inauguration du nouveau centre d'achat Sherway à Etobicoke, à la fin de février. Il a été prévu que les magasins de vente au détail de ce centre fourniront plus de 2,000 emplois à temps complet et à temps partiel.

Le secteur de la finance, de l'assurance et de l'immobilier a connu une certaine stabilité. La demande de caissiers et d'employés de bureau subalterne a été normale, mais le recrutement a été gêné par des salaires moins intéressants et des heures de travail très longues. Les postes disponibles pour la formation de gérants et les postes de direction intermédiaire ont accusé une baisse modérée, particulièrement dans les banques, par suite du recrutement de personnel de banque expérimenté outre-mer au début du printemps et de l'été. La pénurie d'agents d'assurance a persisté et les vendeurs en général ont été demandés. Dans l'immobilier, la vente de maisons

cent seulement, les chiffres de septembre traduisent une augmentation de 54 pour cent par rapport à l'année précédente, soit de \$59.6 millions à \$92.0 millions. Avec les travaux récemment annoncés, l'amélioration progressive des chiffres mensuels cumulatifs montre des progrès réels dans le secteur. L'industrie a été marquée par une embauche sporadique surtout dans les domaines spécialisés. En général, la demande de main-d'oeuvre était limitée et les pénuries, de petite envergure, se limitaient aux briqueteurs, coffreurs, plombiers et travailleurs généraux de la construction. Les travaux de construction importants ainsi que les projets en cours avançaient comme prévu, ce qui laissait prévoir une certaine stabilité de l'emploi pour l'automne et l'hiver. L'activité a été considérable dans la construction et l'expansion d'hôtels et les travaux actuels sont évalués à \$100 millions. Il convient de mentionner deux autres projets importants: le projet d'un condominium de \$36 millions à Etobicoke et le projet d'un immeuble de rapport de 18 étages de \$2.7 millions à York. Le prêt de \$25 millions annoncé par le gouvernement fédéral pour la construction de logements à prix modique dans la ville devrait donner de l'élan à la construction domiciliaire. Parmi les travaux de construction commerciale, la compagnie Molson's Brewery (Ontario) Limited devait ajouter un bâtiment de 21,000 pieds carrés à son complexe actuel à Toronto. Les nouvelles installations seront en fonctionnement au début de 1971 et elles coûteront, y compris l'installation de nouveau matériel, plus de \$3.5 millions. La nouvelle aétogare de \$53 millions projetée pour Malton améliorera sans aucun doute l'emploi dans la construction dans l'avenir.

Le secteur des **transports** a continué d'être actif puisque les mois de septembre et d'octobre sont normalement pleins. Au port de Toronto la saison touchait à sa fin et la mise à pied de certains travailleurs syndiqués avait commencé. Cependant, les dernières expéditions d'automne occuperont le port jusqu'à ce que les conditions climatiques obligent la fermeture de la Voie maritime. Le fret général cumulatif jusqu'au 3 octobre a été considérablement inférieur (22.6 pour cent) au chiffre de la date correspondante en 1969. Ce recul est dû à une diminution de 258,000 tonnes dans l'importation par suite d'une baisse de l'achat d'acier par rapport aux quantités habituelles. Les transports par véhicule moteur ont connu une assez grande activité et les conducteurs de camion de toutes sortes ont été demandés. Les compagnies de déménagement et de camionnage s'occupant du transport d'effets ménagers local et d'une ville à l'autre ont également connu une activité saisonnière.

Le secteur des **services** a été le plus actif du point de vue de l'emploi pendant les deux mois. Il y a eu pénurie constante d'aide-ménagères, d'aides aux mères de famille, de serveuses et de coiffeuses. Dans beaucoup de cas, cette pénurie a été aggravée par le départ des étudiants du marché du travail en septembre. Cependant, il y a eu surplus de main-d'oeuvre dans les occupations telles que portier, infirmier, bonne d'enfants et aide-cuisinier. Le nettoyage à sec et la blanchisserie étant dans la pleine saison, les repasseuses ont été demandées. Avec la rentrée scolaire, beaucoup de travailleuses de caté-tertia qui avaient été mises à pied en juin ont repris leur travail et quelques nouveaux emplois ont été créés. Le départ des étudiants a également stimulé la demande dans tout le secteur des services pour l'alimentation. L'emploi dans le service pour le secteur automobile n'a pas connu une grande activité étant donné que la demande de travail a été faible autant pour les automobiles que pour les camions. Les normes les plus élevées exigées par les organismes privés de surveillance témoignent des efforts de l'industrie en vue d'améliorer la qualité du personnel de surveillance.

Un conflit important a été réglé dans le secteur des services publics: une convention de deux ans a été ratifiée entre l'Hydro-Ontario et environ 11,000 employés appartenant au syndicat canadien de la fonction publique. La nouvelle convention, qui stipule une augmentation moyenne des salaires de 13.9 pour cent sur deux ans, a été passée le 12 septembre après plus de neuf mois de négociations et un ralentissement du travail qui a commencé à partir de la fin du mois d'août. Par ailleurs, sur le marché du travail, la Toronto Hydro a passé des contrats de chauffage pour 65 grands immeubles en ville et l'établissement d'un autre système de chauffage centralisé pour les hôpitaux de l'avenue University ainsi que les bâtiments du parlement provincial était en cours. Il doit en résulter une baisse dans la demande d'ingénieurs permanents étant donné que ces systèmes ne nécessiteront qu'une traction du nombre d'ingénieurs employés actuellement et qu'ils devront avoir des qualifications en entretien et en outillage.

Le **commerce de gros et de détail** est resté le seul secteur du marché de travail de Toronto où la demande de main-d'oeuvre a augmenté par rapport à l'an dernier. Bien que le nombre de postes vacants enregistrés dans la catégorie des ventes à la fin de septembre ait été inférieur de 16 pour cent à celui du mois précédent, il était de 62 pour cent de plus qu'en septembre 1969. Cette hausse inhabituelle de la demande résulte d'une très forte demande provenant de plusieurs magasins et centres d'achat récem-

tantes. La direction de la division Frigidaire de General Motors a fait savoir que la production d'appareils à l'usine de Scarborough serait graduellement abandonnée jusqu'à sa fermeture en fin de novembre. Environ 400 employés sont touchés et on espère qu'en définitive ils seront absorbés par la section de production automobile. Canadian General Electric Company Limited abandonnera la production de tubes d'image pour les téléviseurs blanc et noir à la fin de cette année dans son usine de Rexdale à cause du rétrécissement rapide du marché, de la concurrence, des importations à meilleur marché et de l'achat de sous-ensembles outre-mer par les fabricants nord-américains. Les 125 travailleurs rémunérés à l'heure et les 30 salariés touchés par la décision de la compagnie auront un minimum de trois mois pour trouver un autre emploi.

Les mises à pied dans les petites usines ont également accru le surplus de monteurs dans l'électronique, particulièrement dans les groupes de salaire élevé. En outre, l'industrie a souffert des conflits ouvriers au sujet de l'introduction de nouveaux procédés de fabrication. Environ 240 femmes et 27 hommes travaillant à l'heure à l'usine du 940, avenue Lansdowne de la Canadian General Electric et 215 hommes ouvriers d'usine et travailleurs qualifiés de la Trane Company of Canada Limited, fabriquants d'appareils de climatisation de l'air, ont arrêté le travail pendant une semaine en septembre.

L'industrie de l'imprimerie et de l'édition ont connu un léger relèvement après la saison d'été surtout dans les petites entreprises travaillant sur commande qui souvent ont demandé des travailleurs expérimentés en leur offrant des salaires inférieurs aux tarifs compétitifs. W. J. Gage Limited, qui a récemment vendu sa division de livres de classe à des intérêts américains, a été touché par un conflit ouvrier avec 70 employés de sa division de papeterie à Toronto, qui fera vers le 20 novembre 1970.

L'industrie de la construction a connu un certain regain d'activité dans la région métropolitaine mais surtout pour les travaux de construction commerciale aux mains d'entrepreneurs et de travailleurs syndiqués.

Le nombre de vacances dans la construction en septembre a diminué de 14 pour cent par rapport au mois d'août et de 59 pour cent par rapport au mois de septembre 1969. Le nombre de permis de construction domiciliaire émis en septembre a atteint 2,636 alors qu'il n'était que de 889 en septembre 1969. Les totaux pour les neuf mois en 1970 et 1969 étaient de 12,090 et 18,295 respectivement. Cependant, tandis que la valeur cumulative de tous les permis de construction jusqu'en septembre cette année avait diminué de 4.2 pour

cent, la demande par suite d'une réduction dans les prix de vente au détail a causé une augmentation d'activité dans l'industrie des viandes. L'acquisition par Krispac Limited de la Bell Bacon Rind Limited de Brantford constitue un facteur important pour le marché du travail: l'exploitation sera transférée dans une nouvelle usine entièrement automatisée qui n'emploiera que quatre employés par contremaître. La demande de menuisiers et ébénistes a été faible à Toronto, situation peu commune à cette époque de l'année. Bien que l'activité ait légèrement augmenté dans l'industrie de la construction, il n'en est pas résulté une augmentation immédiate dans la demande de cabinets, de comptoirs, de portes et d'autres objets de bois utilisés dans l'industrie de la construction. Emmanuel Products Limited, fabricant de coffres de téléviseurs et de radios a mis à pied au moins quarante employés. Avec un stock de trois mois en attente, les prévisions de rappel des travailleurs sont peu encourageantes. En dépit de la réduction générale de l'emploi dans l'industrie, il y a eu pénurie de machinistes, de modelleurs et de fraiseurs sur bois qualifiés dans la région de l'extrême nord-ouest.

La construction mécanique et l'industrie des produits métalliques ont été relativement calmes en septembre et en octobre par suite essentiellement du conflit entre les Travailleurs unis de l'automobile d'Amérique et General Motors of Canada Limited et du faible niveau d'emploi dans l'industrie manufacturière de l'aviation. Les ateliers d'outillage et d'ajustage en matrices et l'industrie de l'acier de construction ont également fait peu d'emballements. Dans la section nord de la région métropolitaine, l'activité a légèrement augmenté dans l'industrie des produits métalliques, l'industrie de la tôle et le soudage. Cette reprise s'est accompagnée d'une demande de soudeurs et de soudeurs-ajusteurs pleinement qualifiés. Etant donné que la majorité des entreprises qui ont embauché des travailleurs à ce moment-là avaient réduit leur personnel au début du printemps, cette reprise ne s'est pas traduite par une expansion de l'emploi au sein de l'industrie. A Scarborough, 50 travailleurs se sont mis en grève contre la G & H Steel Service of Canada Limited. Le travail a subi une forte réduction dans la construction mécanique et particulièrement le travail à la presse, mais l'arrêt de travail des Travailleurs unis de l'automobile a causé relativement peu de mises à pied. Certaines entreprises sont diversifiées dans leurs produits et leurs clients, ce qui tend à réduire les conséquences défavorables tandis que d'autres entreprises ont dû accroître leurs stocks. L'emploi a connu un rétrécissement dans le secteur manufacturier des produits électriques à cause de la fermeture de deux entreprises impor-

EVOLUTION DES INDUSTRIES PAR DISTRICT SEPTEMBRE-OCTOBRE 1970

1 — TORONTO ET CENTRE DE L'ONTARIO TORONTO MÉTROPOLITAIN

La situation du marché du travail à Toronto s'est légèrement améliorée pendant les mois de sep-

tembre et d'octobre, surtout dans le secteur manu-
facturier et dans les secteurs du commerce et du
service. Le renouvellement d'activité a résulté de facteurs
saisonniers, comme la fin des vacances, le rem-
placement des étudiants occupant des emplois d'été
et la production accrue pour le commerce d'automne
et de Noël, et ne représente pas une amélioration
générale des conditions d'emploi. Le nombre de
vacances signalées aux centres de main-d'oeuvre du
Canada à Toronto en septembre était de 2,4 pour
cent de plus que celui d'août, mais cet accroisse-
ment d'activité était directement relié à ces facteurs
saisonniers. Qui plus est, le nombre de vacances
était de 19,7 pour cent de moins que l'an dernier.

La légère augmentation du nombre d'emplois dis-
ponibles s'est également accompagnée d'une aug-
mentation décisive du nombre de candidats enregis-
trés. Beaucoup de diplômés d'école secondaire qui
n'ont pas pu trouver d'emploi en juin et juillet se
sont mis à chercher un emploi permanent, en ren-
trant de leurs vacances forcées, en même temps que
les ménagères retournant dans le marché du travail
à la rentrée des classes. Pour les travailleurs de la
construction ainsi que les professionnels, techniques
et administrateurs, les possibilités de travail ont
diminué et les employeurs sont devenus de plus en
plus sélectifs.

Le secteur **manufacturier** général de l'économie
a été plutôt léthargique et peu d'embauches ont eu
lieu. Malgré la revalorisation du dollar canadien,
beaucoup de fabricants ont pu maintenir leur niveau
de production en augmentant les ventes à l'exporta-
tion pour compenser le ralentissement des marchés
domestiques pour les produits manufacturés. Cepen-
dant, la croissance réelle au sein de l'industrie a été
quelque peu étouffée. Bien que l'embauche ait
légèrement augmenté entre août et septembre, la
majorité des postes vacants ont été remplis par le
rappel d'employés dans des firmes qui avaient été
obligées de réduire leur personnel au début de l'été.
Le nombre de postes vacants enregistrés dans le
secteur manufacturier aux centres de Main-d'oeuvre

du Canada de Toronto à la fin septembre était in-
férieur de 13,6 pour cent au chiffre enregistré à la
fin du mois d'août. La diminution de 65,9 pour cent
des vacances enregistrées en septembre 1970 par
rapport au chiffre de septembre 1969 souligne en-
core davantage la situation difficile de l'emploi dans
le secteur manufacturier.

L'activité manufacturière a continué d'augmen-
ter pour les biens de consommation mineurs en
prévision des ventes pour la saison de Noël. Ce
facteur saisonnier a produit également une augmen-
tation de la demande de main-d'oeuvre dans les in-
dustries du papier, des textiles et du vêtement, mais
il a été contrebalancé par un déclin rapide au sein
du secteur des produits électriques par suite de mises
à pied pour une période indéfinie et la fermeture
d'usines. La demande de main-d'oeuvre non quali-
fiée à Toronto a été sous l'effet de facteurs peu
ordinaires: la demande de main-d'oeuvre masculine
a augmenté tandis que la demande de main-d'oeuvre
féminine a diminué.

L'industrie du vêtement est entrée dans sa
phase ascendante annuelle en septembre et octobre
et dans beaucoup de cas les fabricants se sont portés
sur la production de vêtements de meilleure qualité
par suite de la concurrence étrangère de plus en plus
marquée. Il y a eu une grande demande d'opéra-
teurs de machine à coudre pour la tapisserie, les
tentures, les appareils de sûreté, la bonneterie, les
vêtements en tricot et les articles ménagers, il en a
été de même pour les coupeurs et les ouvriers de la
draperie. Cette demande a été satisfaite en partie
par le rappel d'anciens employés et l'arrivée d'immé-
grants européens expérimentés. La pénurie persis-
tante d'opérateurs de machine à coudre dans l'indus-
trie du vêtement a été partiellement atténuée par les
programmes de formation au sein de l'industrie. Les
employeurs ont en grande partie compensé les réper-
cussions du nouveau taux de salaire minimum en
exigeant de l'expérience de travail au Canada et en
faisant faire le travail aux pièces au lieu de payer un
salaire horaire.

Dans le secteur de l'alimentation et des bois-
sons, les industries de transformation ont connu une
saison active cet automne par suite de l'augmenta-
tion de la consommation après la fin de l'été. L'in-
dustrie de la boulangerie et de la confiserie con-
tinuera d'augmenter la production jusqu'à la fin de
novembre pour la saison de Noël. L'augmentation

INDICES D'EMPLOI ET SALAIRES ET TRAITEMENTS HEBDOMADAIRES MOYENS,
EMPLOIS INDUSTRIELS POUR DES RÉGIONS URBAINES DÉTERMINÉES

EN ONTARIO, PAR DISTRICT

JUILLET 1969 ET 1970

Salaires et traitements hebdomadaires moyens	juillet 1970*	juillet 1969	Indices d'emploi 1961 = 100		
\$	117.94	128.79	268.9	288.8	Toronto et centre de l'Ontario
135.41	152.47	105.2	102.8	102.8	Brampton
124.30	134.66	133.3	133.2	133.2	Oshawa
118.42	125.57	129.1	125.8	125.8	Toronto métropolitain
116.08	127.83	121.1	124.1	124.1	Nord de l'Ontario
135.91	145.60	129.4	127.6	127.6	Thunder Bay
132.29	155.17	64.5	133.6	133.6	North Bay
103.83	115.38	77.1	76.9	76.9	Sault Ste-Marie
101.65	112.29	126.7	129.2	129.2	Sudbury
112.95	123.54	129.3	128.2	128.2	Timmins
112.75	120.46	143.8	142.5	142.5	Est de l'Ontario
120.59	130.48	142.7	139.9	139.9	Bellefleur
108.85	117.04	141.9	129.3	129.3	Brockville
111.01	119.61	142.8	141.4	141.4	Belleville
123.87	136.39	124.1	124.1	124.1	Brantford
109.08	117.40	154.4	151.1	151.1	de l'Ontario
109.48	116.80	122.2	125.4	125.4	Niagara-Hamilton-Centre-ouest
133.64	146.44	144.1	141.7	141.7	St. Catharines
105.74	112.08	151.0	151.0	151.0	Niagara Falls
143.27	150.06	103.0	118.8	118.8	Kitchener
123.48	133.56	135.2	136.9	136.9	Hamilton
114.31	123.02	125.3	125.6	125.6	Guelph
134.50	132.26	212.2	158.3	158.3	Brantford
155.68	165.28	147.4	137.6	137.6	de l'Ontario
136.09	154.25	129.1	145.8	145.8	St. Thomas
110.25	118.93	160.6	153.3	153.3	Sarnia
122.23	132.22	129.9	131.8	131.8	Woodstock
					Ontario

*Chiffres provisoires seulement.

Source: B.F.S., *Employment and Average Weekly Wages and Salaries*
L'Imprimeur de la Reine, Ottawa.

**INDICATEURS DU MARCHÉ DU TRAVAIL
CANADA ET ONTARIO**

<i>Description</i>	<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	juillet 1970 juillet 1969	21,399,000 21,180,000	7,648,000 7,467,000
Immigration I (totalité des immigrants)	jan.-août 1970 jan.-août 1969	99,824 104,634	55,068 55,551
Immigration II (immigrants versés directement dans les effectifs de main-d'oeuvre)	jan.-août 1970 jan.-août 1969	52,828 55,278	29,258 29,788
Effectifs de main-d'oeuvre	septembre 1970 septembre 1969	8,384,000 8,126,000	3,111,000 3,002,000
Emploi	septembre 1970 septembre 1969	7,986,000 7,847,000	2,997,000 2,934,000
Chômage	septembre 1970 septembre 1969	398,000 279,000	114,000 68,000
Taux de chômage (pourcentage de l'effectif de main-d'oeuvre)	septembre 1970 septembre 1969	4.7 3.4	3.7 2.3
Traitements et salaires hebdomadaires moyens (moyenne industrielle)	juillet 1970 juillet 1969	\$127.02* \$118.21	\$132.31* \$122.23
Salaires horaires hebdomadaires moyens (dans la fabrication)	juillet 1970 juillet 1969	\$3.01* \$2.77	\$3.19* \$2.91
Moyenne d'heures de travail par semaine (dans la fabrication)	juillet 1970 juillet 1969	39.3* 39.9	39.4* 40.0
Nombre mensuel de mises en chantier d'habitations (zones urbaines)	septembre 1970 septembre 1969	14,627 13,944	6,635 6,238
Total de mises en chantier d'habitations (zones urbaines)	jan.-sep. 1970 jan.-sep. 1969	91,536 130,328	40,924 53,286

*Chiffres provisoires seulement.

PÉNURIES PAR PROFESSIONS EN ONTARIO

En Ontario, le nombre de professions pour lesquelles on signalait 25 postes vacants ou plus était de 17 en 1970. Cela est considérablement inférieur au chiffre de 35 de septembre 1969, mais légèrement supérieur à celui de 14 du mois d'août 1970.

Au mois de septembre, on signalait une forte pénurie de manoeuvres, alors qu'elle n'était que légère au mois d'août. La plus grande partie de cette pénurie est supportée par Sudbury où on signalait aussi une forte demande de manoeuvres généraux. Au mois de septembre 1970, la pénurie moyenne de soudeurs à l'arc touchait surtout Hamilton. Entre les mois d'août et de septembre, il s'est produit une augmentation notable de la pénurie de mécaniciens d'automobile. La demande pour cette profession était générale dans la province.

Au mois de septembre, il y avait une légère pénurie de mineurs dans plusieurs centres du nord de l'Ontario. Entre les mois d'août et de septembre, le nombre de professions pour lesquelles on signalait 25 postes vacants ou plus était de 17 en 1970. Cela est considérablement inférieur au chiffre de 35 de septembre 1969, mais légèrement supérieur à celui de 14 du mois d'août 1970.

il a aussi fallu ajouter à la liste des pénuries chroniques les piqueurs sur machines à coudre ordinaires. Les demandes pour cette profession se concentraient dans les CMC de Toronto et de Midland.

Entre les mois d'août et de septembre, les professions de secrétaires, de physiothérapeutes et de tuyautiers disparaissaient de cette liste.

En comparaison avec le mois de septembre 1969, une baisse des pénuries enregistrées dans les professions affiliées aux industries de fabrication, comme par exemple, les outilliers et ajusteurs en matrices, les fraiseurs, les opérateurs de machines de travail du bois, les soudeurs ajusteurs et les monteuses sur tour à révoluer. On a aussi relevé une réduction notable des pénuries dans les professions commerciales, cléricales et sténographiques comme par exemple, les sténographes, les secrétaires, les dactylographes, les dicta-dactylographes, les perforatrices et les secrétaires d'avocats.

PÉNURIES PAR PROFESSIONS EN ONTARIO SEPTEMBRE 1970 Communiquées par les centres de main-d'oeuvre du Canada		
Élevée	Moyenne	Faible
Représentant en assurance Manoeuvre d'usine Manoeuvre général	Aide-ménagère Soudeur à l'arc Mécanicien d'automobile Opérateur de machine à coudre sur matériel ordinaire	Infirmière diplômée Débosselleur Mineur Piqueur sur machine à coudre ordinaire Machiniste Aide-infirmière Vendeur général Monteur Coiffeur pour dames Serveuse
<div> <div>Faible: 25 à 50 pénuries</div> <div>Moyenne: 51 à 100 pénuries</div> <div>Élevée: Plus de 100 pénuries</div> </div>		

N.B.: Dans chaque catégorie, les professions sont classées suivant le volume de la pénurie enregistrée par ordre décroissant. Une pénurie est enregistrée lorsqu'un poste reste vacant depuis plus de 30 jours et qu'il n'est pas possible de trouver sur place le personnel qualifié voulu au taux de salaire courant.

Source: Ottawa Tabulation of Occupational Shortages Reports.

excepté l'agriculture et le service, n'a connu de gains saisonniers. Bien que l'expansion se soit poursuivie dans toute la région, les mises à pied dans les industries complémentaires à la production automobile se sont multipliées par suite des répercussions cumulatives du conflit du travail dans l'automobile. La réduction considérable des revenus résultant du conflit aura des répercussions globales dont on ne connaît pas encore la longueur et l'amplitude.

Cette année, le ralentissement de l'activité économique et les répercussions de l'arrêt de travail à General Motors sur les fournisseurs locaux ont accentué la baisse de l'emploi qui se produit normalement à l'approche de l'hiver dans la région de **Georgian Bay**. La saison touristique a pris fin dans certaines régions, tandis que dans d'autres qui bénéficient du tourisme toute l'année, la conjoncture défavorable a plus que contrebalancé tous les facteurs favorables.

L'emploi a quelque peu progressé dans le **nord de l'Ontario** en septembre et octobre. La hausse était en partie de nature saisonnière puisque les employeurs ont embauché de nouveaux travailleurs pour remplacer les étudiants qui se sont retirés du marché du travail à la rentrée.

Dans l'est de l'Ontario, l'expansion saisonnière de l'emploi s'est poursuivie en septembre et en octobre mais pas suffisamment pour absorber la main-d'oeuvre croissante. Le chômage est donc resté à un niveau au-dessus de la normale. La réduction des embauches et le taux élevé de chômage ont créé un excédent de main-d'oeuvre considérable dans les secteurs de l'industrie du textile, de l'électronique, des pièces d'aviation et du commerce au détail. L'impulsion la plus marquée dans cette période est venue des industries de la construction, des boissons et de l'alimentation et des produits électriques ainsi que d'industries manufacturières diverses.

L'activité économique dans la région du **Niagara** a été marquée par des changements significatifs dans plusieurs industries majeures. D'un côté, le conflit majeur du travail a réduit considérablement les

* * *

domiciliaire.

Dans le **centre-ouest de l'Ontario**, où le nombre d'emplois disponibles était encore très restreint, la situation du marché du travail en septembre et en octobre a souligné le ralentissement persistant de l'activité économique. À ces circonstances sont venues s'ajouter les répercussions du conflit du travail à la General Motors sur les fabricants de pièces d'automobile. Par contraste avec le ralentissement actuel, les industries de produits de fabrication ont généralement maintenu leur activité et leur niveau d'emploi élevé. Les principales sources de relâchement semblaient venir des industries de biens de consommation, malgré un léger gain. Les influences saisonnières se sont fait sentir dans les industries de l'agriculture, de la transformation des denrées alimentaires et du service personnel, tandis que dans la construction, l'emploi est resté peu actif.

Dans le **centre-ouest de l'Ontario**, où le nombre d'emplois disponibles était encore très restreint, la situation du marché du travail en septembre et en octobre a souligné le ralentissement persistant de l'activité économique. À ces circonstances sont venues s'ajouter la demande résultant des facteurs saisonniers dans les secteurs de l'agriculture, des conserveries et de la construction, mais l'incertitude économique qui a régné dans le district du Niagara pendant une grande partie de 1970 a persisté.

Dans le **sud-ouest de l'Ontario**, l'emploi pour les récoltes de cette année a diminué bien que la saison ait été idéale et les récoltes magnifiques; par suite de la diminution des emplois disponibles, et de la précocité des récoltes, la rentrée des étudiants n'a pas causé de pénurie considérable. Les mises à pied saisonnières et la prudence générale des consommateurs ont comprimé les conditions de l'emploi dans les industries manufacturières. On prévoyait une amélioration à la fin de l'année dans l'industrie de la construction, particulièrement dans le secteur

Taux de chômage corrigés des variations saisonnières (pourcentage de la main-d'oeuvre)

	1 9 7 0				
	avril	mai	juin	juillet	août septembre
Canada	5.6	6.2	6.6	6.7	6.9
Région de l'Atlantique	7.4	6.7	7.7	9.5	8.8
Région du Québec	7.4	8.4	8.5	8.9	8.9
Région de l'Ontario	4.3	4.6	4.3	4.7	5.1
Région des Prairies	4.7	5.1	5.2	4.5	5.2
Région du Pacifique	6.2	8.5	10.2	10.1	9.2
					8.8

ou indirectement touchées par l'arrêt de travail. Le tableau ci-dessous fournit le nombre des personnes touchées par la grève à General Motors et des travailleurs mis à pied par d'autres compagnies à la suite du conflit, d'après les chiffres soumis au ministre de la Main-d'oeuvre et de l'Immigration.

Conflit entre General Motors et les Travailleurs unis de l'automobile
Répercussions sur l'emploi* dans la région de l'Ontario

District	Total	Employés de G.M.C.	Autres compagnies
1. Toronto et centre de l'Ontario	13,326	11,105	2,221
2. Nord de l'Ontario	—	—	—
3. Est de l'Ontario	100	—	100
4. Niagara-Hamilton, centre-ouest de l'Ontario	8,700	6,521	2,179
5. Sud-ouest de l'Ontario	3,266	2,952	314
Total de la région ontarienne	25,392	20,578	4,814

* au 25 octobre.

Dans le district de Toronto et du centre de l'Ontario, c'est Oshawa avec ses 12,073 personnes sans travail, qui a été le plus affectée; à part General Motors, la Houdaille Oshawa Limited a souffert le plus, avec 445 mises à pied. A Collingwood, environ 740 personnes ont été mises à pied, dont 300 par Daal Specialties (Collingwood) Limited. Au moment où cet article était rédigé, une seule mise à pied avait eu lieu dans l'est de l'Ontario, à Duplata Canada Limited. Le district de Niagara-Hamilton, centre-ouest de l'Ontario a été durement éprouvé et Kitchener est la localité la plus grave-

ment touchée: environ 1,000 personnes ont été mises à pied dans une variété d'entreprises. Finalement dans le district du sud-ouest de l'Ontario, Windsor, où sont situées deux usines General Motors et Lion-don, où en est située une, ont souffert le plus du conflit collectif du travail.

Dans de nombreux cas les employés craignent qu'un prolongement du conflit entraîne d'autres mises à pied, tandis que dans la lenteur générale de la conjoncture économique, les chômeurs n'avaient pas beaucoup d'autres possibilités d'emploi. Beaucoup de fournisseurs de pièces d'automobile ont pu néanmoins maintenir leur niveau de production grâce à l'augmentation de la production d'automobile chez les autres fabricants importants.

La situation du marché du travail dans la région métropolitaine de Toronto a accusé un léger regain pendant les mois de septembre et octobre, surtout dans le secteur manufacturier et les secteurs du commerce et du service. Ce regain d'activité est le résultat de facteurs saisonniers tels que la fin des vacances, le remplacement des étudiants employés pour l'été et la production accrue de marchandises pour les ventes d'automne et de Noël; ce regain ne traduit donc pas une amélioration générale des conditions d'emploi. Les vacances signalées aux centres de la Main-d'oeuvre du Canada à Toronto en septembre ont augmenté de 2.4 pour cent par rapport au mois d'août mais cette reprise d'activité était en rapport direct avec les facteurs saisonniers. Fait remarquable, le nombre de vacances était de 19.7 pour cent de moins que l'an dernier pour l'époque correspondante.

Tandis que le nombre d'emplois disponibles a légèrement augmenté, le nombre de candidats inscrits a accusé en même temps une augmentation marquée. Beaucoup de diplômés d'école secondaire qui n'ont pas pu trouver de travail en juin et juillet ont cherché un emploi permanent au retour de leurs vacances forcées en même temps que les mères de famille regagnaient le marché du travail à la rentrée scolaire. Les travailleurs de la construction ainsi que le personnel administratif, professionnel et technique ont souffert un rétrécissement du nombre des emplois disponibles et une sélection de plus en plus grande de la part des employeurs.

Dans les CMC du centre de l'Ontario autour de Toronto, la reprise du marché du travail habituelle en automne a été en partie ruinée par le ralentissement cyclique actuel et par le conflit du travail à la General Motors à Oshawa. Le total de vacances enregistrées aux centres de main-d'oeuvre en septembre a diminué de huit pour cent par rapport au niveau d'août et aucun secteur industriel,

LES FAITS MARQUANTS

six derniers mois, ces chiffres ne révèlent que des changements insignifiants pour la période août – septembre.

Emploi corrigé des variations saisonnières (en milliers)				
avril	mai	juin	juillet	août
2,977	3,037	3,038	2,976	2,992
septembre				
2,998				

Les statistiques corrigées des variations saisonnières tiennent compte des changements qui se produisent dans l'activité du marché du travail entre les extrêmes de l'été et de l'hiver. Ces variations ou fluctuations saisonnières suivent un modèle relative-ment régulier au cours des années. Les statisticiens ont établi des méthodes permettant de mesurer l'effet des variations saisonnières afin d'obtenir des chiffres corrigés ne contenant pas de facteurs saisonniers. Par conséquent, les statistiques mensuelles "corrigées des variations saisonnières" sont primordiales parce qu'elles traduisent les changements de l'économie extrinsèques aux fluctuations saisonnières normales.

Le chômage a diminué légèrement; il est passé de 124,000 personnes en août à 114,000 personnes en septembre; mais en valeur absolue, il dépassait encore de 82 pour cent le chiffre de 68,000 relevé en août 1969. Exprimé en pourcentage de la main-d'œuvre, le taux de chômage non corrigé a diminué marginalement de 3.8 pour cent en août à 3.7 pour cent en septembre. Ce taux est néanmoins considérablement plus élevé que le taux de 2.3 pour cent enregistré en septembre 1969.

Pour l'Ontario, le taux du chômage corrigé des variations saisonnières est passé de 4.4 pour cent en août à 5.1 pour cent en septembre. Bien que ce taux n'ait jamais été aussi élevé depuis juillet 1961, il est relativement favorable comparé aux taux du chômage du Canada et des autres régions, comme il ressort du tableau suivant qui indique les taux record des six mois précédents.

Le facteur qui a eu les répercussions les plus profondes sur le marché du travail dans la période de septembre/octobre est le conflit collectif du travail qui a opposé depuis le 14 septembre la General Motors of Canada Limited et les Travailleurs unis de l'automobile d'Amérique. Au moment où le présent article était rédigé, parmi les 25,000 hommes et femmes sans travail, près de 5,000 n'étaient pas des employés de General Motors. Jusqu'à mainte-

La situation du marché du travail en Ontario au cours du mois de septembre a été marquée par une diminution considérable de la main-d'œuvre, une diminution marquée, bien que moins accentuée, de l'emploi et par conséquent une diminution mar-

La main-d'œuvre au total a diminué de 141,000 personnes, puisqu'elle est passée de 3,252,000 en août à 3,111,000 en septembre. Cette différence traduit une baisse de 4.3 pour cent par rapport au mois précédent, alors que pour tout le pays la réduction a été de 3.8 pour cent. Dans la diminution de l'effectif on comptait 127,000 jeunes entre 13 et 19 ans et le reste, soit 14,000 personnes, résultait à la fois du départ du marché du travail d'autres jeunes entre l'âge de 20 et 24 ans et de l'arrivée de travailleurs de 25 ans et plus. Par rapport à l'année précédente, la main-d'œuvre totale était de 3.6 pour cent plus élevée qu'en septembre 1969, alors que pour le Canada dans son ensemble.

Le total de l'emploi, qui se chiffrait à 2,997,000 personnes en septembre, était de 131,000 personnes ou 4.5 pour cent de moins qu'en août, mais de 63,000 personnes ou 2.1 pour cent de plus que le chiffre relevé en septembre 1969 – 2,934,000 personnes. Environ 90 pour cent de la diminution entre août et septembre cette année s'est produite dans l'emploi des hommes.

Parmi les différents groupes d'âge, le changement mensuel le plus considérable dans l'emploi a été une diminution de 127,000 personnes dans le groupe de 14 à 19 ans, diminution qui s'est également produite dans la main-d'œuvre totale. Le nombre de travailleurs entre 20 et 24 ans a également diminué de 43,000. Les chiffres de la main-d'œuvre et de l'emploi dans le groupe de 14 à 24 ans diminuent normalement à cette époque de l'année lorsqu'un grand nombre d'étudiants se retirent du marché du travail à la rentrée des établissements d'enseignement en automne.

Parmi les différents groupes industriels, l'emploi dans l'agriculture a connu un déclin marqué de 26,000 personnes par suite de facteurs saisonniers. D'autres secteurs industriels ont également connu une baisse et seul le commerce a indiqué un léger accroissement.

Il est intéressant de comparer la forte diminution de l'emploi entre août et septembre (131,000 personnes soit 4.5 pour cent) avec une série de chiffres corrigés des variations saisonnières pour les

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AVANT-PROPOS

La revue de la Main-d'oeuvre - région de l'Ontario est une publication bimestrielle du ministère de la Main-d'oeuvre et de l'Immigration du Canada pour la région de l'Ontario. Cette revue a pour but de présenter régulièrement des analyses des principaux facteurs touchant le marché du travail de l'Ontario dans la période étudiée. En outre des articles spéciaux sur des événements marquants dans la main-d'oeuvre et l'industrie paraîtront périodiquement.

Les renseignements publiés dans cette revue sont établis par la direction de l'analyse du marché du travail du ministère de la Main-d'oeuvre et de l'Immigration pour la région de l'Ontario à Toronto. Pour toute question, prière de s'adresser à:

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REVUE DE LA MAIN-D'OEUVRE
Région de l'Ontario

SEPTEMBRE - OCTOBRE 1970
Volume 3, N° 5

MINISTÈRE DE LA MAIN-D'OEUVRE ET DE L'IMMIGRATION
DIRECTION DE L'ANALYSE DU MARCHÉ DU TRAVAIL
BUREAU RÉGIONAL DE L'ONTARIO



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CANADA

MANPOWER REVIEW

Ontario Region

NOVEMBER - DECEMBER 1970

Government of Canada
Department of Manpower and Immigration

VOLUME 3 NUMBER 6

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

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Department of Manpower and Immigration

The Honorable Otto E. Lang, Minister

MANPOWER REVIEW

Ontario Region

NOVEMBER - DECEMBER 1970

Volume 3, No. 6

**DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE**

IM

page 22 of the September-October 1970
of the Manpower Review, Ontario Region,
the section entitled Southwestern Ontario, it
correctly stated that "Simcoe CMC reported
12,000 tobacco farms employed an average
four females and one male for a total labour force
60,000 workers".

It should have read, "Simcoe CMC reported
1,200 tobacco farms employed an average
four females and one male for a total labour force
6,000 workers".

IM

la page 25 du numéro de septembre-octobre
de la Revue de la Main-d'oeuvre – région de
l'Ontario, la rubrique intitulée "sud-ouest de l'On-
tario" contenait le passage suivant qui fournissait des
chiffres inexacts: "Le CMC de Simcoe a indiqué que
12,000 fermes de culture du tabac ont employé
une moyenne de quatre femmes et un homme, soit
un total de 60,000 travailleurs".

Voici le texte rectifié: "Le CMC de Simcoe a
indiqué que les 1,200 fermes de culture du tabac ont
employé une moyenne de quatre femmes et un
homme, soit donc un total de 6,000 travailleurs".

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to:

The Regional Economist,
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Toronto 111, Ontario.

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MAJOR DEVELOPMENTS

Total labour force in Ontario remained virtually unchanged between October and November 1970 while employment showed a slight decrease. Consequently unemployment rose with both the seasonally-adjusted and unadjusted unemployment rates increasing.

The total labour force was estimated at 3,140,000 in the week ended November 14, practically unchanged from the October figure. A slight increase is normal for this time of year. Neither the male nor the female components showed any significant change. Total labour force was 133,000 higher than in November 1969, with men accounting for 77,000 of the increase and women, 56,000.

Total employment in Ontario stood at 3,014,000 in November, down 15,000 from the 3,029,000 recorded in October. A slight increase in the number of women employed was more than offset by a 19,000 decline in employment of men. There was a 12,000 decrease in the employment of 20-24 year-olds while changes in other age groups were insignificant.

Compared with November 1969, total employment was 89,000 higher with men accounting for 48,000 of the increase and women, 41,000. Men accounted for approximately 66 per cent of the total number of employed persons in November 1970, as was the case in October 1970 and in November 1969.

A year-over-year comparison of employment in the various age groups shows that the largest increases occurred in the 25-44 and 45-64 groups where rises of 38,000 and 37,000 respectively were recorded. Employment of teenagers increased by 14,000 between November 1969 and November 1970. It is interesting to note that between November 1968 and November 1969 employment in the 14-19 age group decreased by 15,000.

Both agricultural and non-agricultural employment fell slightly between October and November 1970. Agricultural employment fell from 147,000 in October to 138,000 in November but remained slightly higher than the 131,000 recorded in November of last year. The decrease in non-agricultural employment was largely attributable to a decline in the durables component of manufacturing. Part of this can be traced to continued layoffs and cutbacks associated with the industrial dispute in the automobile industry. The only other significant change among the industry divisions was a seasonal increase in employment in wholesale and retail trade.

The total number of **unemployed** persons in Ontario increased by 18,000 from 108,000 in October to 126,000 in November. The increase was the first month-over-month rise since June, as can be seen from the following table:

Unemployment, Ontario
(Not Seasonally-adjusted)
(in thousands)
1970

May	June	July	August	September	October	November
132	158	153	124	114	108	126

The 18,000 increase in unemployment was due to a rise in male unemployment from 69,000 to 87,000. Unemployment among women remained unchanged at 39,000 for the fourth consecutive month. Part of the increase in total unemployment is, however, attributable to seasonal factors.

The absolute level of unemployment in November at 126,000 was 44,000 or approximately 54 per cent higher than the 82,000 recorded in November of last year.

Expressed as a percentage of the labour force, the unadjusted unemployment rate rose from 3.4 per cent in October to 4.0 per cent in November and was substantially higher than last November's 2.7 per cent unadjusted rate.

The seasonally-adjusted unemployment rate in Ontario increased from 4.6 per cent in October to 4.9 per cent in November. The table below shows seasonally-adjusted unemployment rates for the latest six months for Canada and each of the five regions.

Seasonally-adjusted Unemployment Rates
(expressed as a percentage of the labour force)

	1970					
	June	July	Aug.	Sept.	Oct.	Nov.
Canada	6.6	6.7	6.7	6.9	6.6	6.5
Atlantic Region	7.7	9.5	8.5	8.8	7.6	7.6
Quebec Region	8.5	8.9	8.9	8.9	8.8	8.4
Ontario Region	4.3	4.7	4.4	5.1	4.6	4.9
Prairie Region	5.2	4.5	5.3	5.2	5.7	4.8
Pacific Region	10.2	10.1	9.2	8.8	8.8	8.4

The seasonally-adjusted unemployment rate for Canada fell marginally from 6.6 per cent to 6.5 per cent between October and November as the Pacific,

Prairie and Quebec Regions showed some improvement. The situation in the Atlantic Region remained unchanged. Ontario still maintained a relatively favourable position despite November's increased unemployment rate. The Prairie Region had a marginally lower rate than Ontario but all other regions had substantially higher rates.

The industrial dispute between General Motors of Canada Limited and the United Auto Workers of America continued to play an important role in labour market developments up to mid-December. The settlement of the dispute at General Motors plants in the United States in November resulted in some recalls to Canadian feeder plants. A major recall was at Houdaille Oshawa Limited where approximately 500 workers returned to their jobs. United-Carr Canada Limited in Brantford recalled approximately 170 workers while 160 employees returned to work at Hayes-Dana Limited in Thorold. These developments combined with further small layoffs resulted in more than 25,000 workers being affected by the dispute as at December 13, 1970. Slightly more than 5,000 of these were not employees of General Motors. The following table shows the number of persons affected by the dispute as of December 13 as reported to the Department of Manpower and Immigration.

General Motors/UAW Dispute
Effect on Employment* in Ontario Region

<i>District</i>	<i>Total</i>	<i>GMC Employees</i>	<i>Other Companies</i>
1. Toronto and Central Ontario	13,137	11,105	2,032
2. Northern Ontario	—	—	—
3. Eastern Ontario	129	—	129
4. Niagara-Hamilton- Mid-Western Ontario	8,787	6,443	2,344
5. Southwestern Ontario	3,630	2,952	678
Total Ontario Region	<u>25,683</u>	<u>20,500</u>	<u>5,183</u>

*at December 13.

The dispute finally came to an end on December 17 when union members ratified a compromise settlement negotiated a day earlier with General Motors. The three-year contract provides for a current rate for assemblers of \$4.12 an hour, to rise to \$4.51 an hour by September 1973, plus a cost-of-living allowance in excess of thirteen cents an hour. With regard to the issue of parity with American wage rates, which were settled prior to the Canadian agreement, the union gave up part of its demand for future cost-of-living increases during the life of the contract.

In **Toronto Metro**, there were some signs of an upturn in housing and other construction activity in November and December. Retail trade experienced a seasonal increase. However, the moderate recovery did not result in a substantial improvement in employment conditions. The large numbers of persons seeking work throughout much of 1970 have led employers to raise their requirements and standards in recruiting.

Temporary layoffs were evident throughout much of manufacturing, particularly in those industries directly associated with automobile or auto parts production. The termination of the General Motors dispute will result in the early recall of most affected workers. The opening of the Sherway Gardens Shopping Centre, scheduled for February 1971, is expected to boost employment in retail sales with total hiring being estimated at nearly 2,100.

The labour market situation in **Central Ontario** was dominated by the industrial dispute at General Motors for much of the period under review. Other manufacturing sectors maintained fairly regular production schedules and the construction industry was active with projects well on target.

In the **Georgian Bay** area, employment conditions continued to deteriorate as the seasonal downturn was accentuated by layoffs associated with the General Motors industrial dispute. Some bright spots were noticeable in the construction industry although activity was still somewhat slower than in the same period a year ago. Seasonal increases in retail trade were below the levels of past years. Such increases as did occur could not offset the general decrease in manpower demand and the continuing cautious hiring policies of employers.

The performance of industry in **Northern Ontario** during November and December compared very favourably with that of the rest of Canada. However, overall economic activity is noticeably lower than the levels achieved over the past two or three years. Particularly hard hit have been the woods and construction sectors, and the areas of New Liskeard, Kirkland Lake and Elliot Lake. These areas are in marked contrast to areas which are dominated by the mining industry in which employment activity remains high.

No clear trend has yet been established in the **East District's** economy despite improvements shown by some sectors. The process of recovery from the downturn of recent months seems to be occurring more slowly than was originally anticipated. The construction sector continued to show signs of improvement during the period under review, especially in the Ottawa, Brockville, Belleville and Kingston

areas. Building permits issued, while still below 1969 levels, increased over earlier 1970 levels. One negative development was the postponement of the construction of the proposed \$70 million Canadian International Paper Limited pulp and paper mill in the Belleville area. The project has been postponed to 1972 due to instability of market conditions in the paper industry.

A decrease in orders in the textile industry was accompanied by several sizeable layoffs. Some increases were reported in furniture manufacturing and electronics. Retail sales showed some seasonal increase although employment did not rise substantially.

Economic activity in the **Niagara-Hamilton** area remained subject to the uncertainties which have characterized the area during the last half of 1970. The Peninsula was dominated by the labour dispute at General Motors, although the earlier settlement at the firm's American plants slightly reduced the employment side effects among local suppliers in late November and early December. While worker recalls continued among local agricultural machinery and aircraft components manufacturers, significant numbers of employees remained on lay-off. Seasonal reductions in agricultural and construction activity were experienced, especially in December. Seasonal increases in retail sales and employment were somewhat diluted by less buoyant Christmas spending. A significant number of persons ob-

tained temporary employment with the Post Office in this region, as well as other regions throughout Ontario.

Reduced levels of economic activity continued to affect employment conditions in **Mid-Western Ontario** during November and December. The manufacturing sector was operating well below capacity. Normal seasonal declines occurred in food processing and construction, while there were limited increases in employment in retail trade, personal services and the Post Office to cope with the Christmas rush. There was a persistent slackness in professional, managerial and technical job markets. Vacancies were down from last year and employers were reported to have become very selective.

In the two months under review, employment activity in **Southwestern Ontario** showed some seasonal decreases in the primary industries with the end of the agricultural harvest and the commercial fishing season. The industrial dispute at General Motors of Canada Limited continued to affect the manufacturing sector until mid-December. Contract negotiations involving other major automobile producers resulted in the postponement of some hirings until agreements were reached. Construction activity remained relatively low during November and December with only a light demand for workers. Meanwhile, retail sales did not show as great an increase as is normal at this time of year.

* * * *

OCCUPATIONAL SHORTAGES—ONTARIO

The number of occupations in which 25 or more shortages were reported by Canada Manpower Centres fell to 12 in November 1970 from a total of 19 in October and 17 in September. Of the 12 occupations listed, three experienced heavy shortages in excess of 100, only one was in the moderate or 51-100 group, and the remaining eight were in light shortage with 25-50 positions.

In November 1969 there were 26 occupations with 25 or more shortages. The year-over-year decrease in the number of reported shortages is evidence of the reduced labour demand and the increased number of job seekers this year.

General maids were in moderate shortage in November 1970 as was the case in October. In November 1969 this occupation was in strong demand. Low wages and live-in requirements continue to make the occupation unattractive despite the general scarcity of alternative employment opportunities. A strong shortage of insurance salesmen was evident in November 1970. Relatively low wages together with the commission system of remunera-

tion continue to make this occupation unattractive to prospective workers.

A significant new addition to the list of shortages in November 1970 was rodding anode man. Strong demand for persons in this occupation was reported in Sudbury. The strong shortage of company labourers was also concentrated primarily in Sudbury.

The demand for sewing machine operators was described as light in November having fallen slightly from the moderate level reported in the September-October issue of the Manpower Review—Ontario Region. Other changes from the list appearing in that issue included the deletion of general labourer, arc welder, general duty nurse, auto body repairman, standard machine stitcher, machinist, nursemaid and informal waiter. Additions to the list included rodding anode man, referred to above, as well as house-to-house salesmen, and pipefitters. The demand for the latter occupation was concentrated primarily in the Sault Ste. Marie area.

OCCUPATIONAL SHORTAGES – ONTARIO NOVEMBER 1970 As Reported by Canada Manpower Centres								
<i>Strong</i>	<i>Moderate</i>	<i>Light</i>						
Insurance Salesman Rodding Anode Man General Labourer	Maid, General	Sewing Machine Operator Regular Equipment Salesman, General Salesman, House-to-House Farm Hand, Dairy Hair Stylist Automobile Mechanic Miner Pipe Fitter						
<table><tr><td>Light</td><td>– 25-50 Shortages</td></tr><tr><td>Moderate</td><td>– 51-100 Shortages</td></tr><tr><td>Strong</td><td>– over 100 Shortages</td></tr></table>			Light	– 25-50 Shortages	Moderate	– 51-100 Shortages	Strong	– over 100 Shortages
Light	– 25-50 Shortages							
Moderate	– 51-100 Shortages							
Strong	– over 100 Shortages							

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

LABOUR MARKET INDICATORS CANADA AND ONTARIO			
<i>Description</i>	<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	October 1970 October 1969	21,489,000 21,180,000	7,707,000 7,518,000
Immigration I (all immigrants)	Jan.-Sept. 1970 Jan.-Sept. 1969	113,323 119,692	62,089 63,513
Immigration II (immigrants directly into labour force)	Jan.-Sept. 1970 Jan.-Sept. 1969	60,022 63,124	33,027 34,029
Labour Force	November 1970 November 1969	8,400,000 8,115,000	3,140,000 3,007,000
Employment	November 1970 November 1969	7,924,000 7,761,000	3,014,000 2,925,000
Unemployment	November 1970 November 1969	476,000 354,000	126,000 82,000
Unemployment Rate (as a % of Labour Force)	November 1970 November 1969	5.7 4.4	4.0 2.7
Average Weekly Wages and Salaries (industrial composite)	September 1970 September 1969	\$128.97* \$120.49	\$133.99* \$124.15
Average Hourly Earnings (in manufacturing)	September 1970 September 1969	\$3.03* \$2.82	\$3.20* \$2.96
Average Hours Worked Per Week (in manufacturing)	September 1970 September 1969	40.1* 40.7	40.3* 40.9
Monthly Housing Starts (urban areas)	October 1970 October 1969	23,161 15,239	11,073 7,222
Total Housing Starts (urban areas)	Jan.-Oct. 1970 Jan.-Oct. 1969	114,697 145,567	51,997 60,508

*Preliminary figures only.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY WAGES AND SALARIES,
INDUSTRIAL COMPOSITE FOR SELECTED URBAN AREAS,
ONTARIO, BY DISTRICT
SEPTEMBER 1969 AND 1970**

	Employment Indexes 1961 = 100		Average Weekly Wages and Salaries	
	September 1970*	September 1969	September 1970*	September 1969
			\$	\$
Toronto and Central Ontario				
Brampton	300.7	291.7	131.89	124.05
Oshawa	89.3	147.6	143.06	143.57
Toronto Metro	136.0	137.3	136.85	126.20
Northern Ontario				
Thunder Bay	129.5	127.0	126.62	117.64
North Bay	117.2	117.6	129.23	115.87
Sault Ste. Marie	128.1	71.2	153.06	126.42
Sudbury	133.2	56.3	158.94	128.49
Timmins	72.3	72.9	120.68	110.72
Eastern Ontario				
Belleville	130.1	129.5	113.87	104.24
Brockville	133.3	130.0	128.30	118.10
Cornwall	128.8	140.4	121.99	113.33
Ottawa-Hull	142.3	141.0	122.19	113.41
Peterborough	141.9	144.6	134.26	124.93
Niagara-Hamilton-Mid-Western Ontario				
Brantford	127.8	141.3	116.94	110.97
Guelph	141.3	143.6	124.36	114.39
Hamilton	126.5	110.3	137.95	122.65
Kitchener	154.4	159.6	119.77	110.84
Niagara Falls	128.3	125.4	113.41	111.94
St. Catharines	117.4	148.9	136.50	134.85
Stratford	147.1	155.8	113.89	106.20
Welland	117.3	101.7	151.98	140.78
Southwestern Ontario				
Chatham	149.8	146.8	132.45	128.12
London	124.5	128.6	123.45	115.67
St. Thomas	204.5	217.5	141.47	137.62
Sarnia	133.8	145.5	165.80	161.97
Windsor	152.4	162.6	154.65	148.17
Woodstock	151.8	160.4	121.07	114.84
ONTARIO	132.7	132.1	133.99	124.15

*Preliminary figures only.

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*
The Queen's Printer, Ottawa.

DISTRICT AND INDUSTRY DEVELOPMENTS

NOVEMBER-DECEMBER 1970

1 — TORONTO AND CENTRAL ONTARIO

TORONTO METRO

The general situation in Toronto comprised both positive and negative aspects in the November-December period. Some signs of an upturn were evident in housing and other construction activity, as well as in retail trade. On the other hand, the recovery was not sufficiently broadly based to result in substantial improvement in employment conditions. Equally important, there is normally a lag of several months until such an employment upturn occurs.

The number of persons seeking work in Toronto increased steadily during 1970. The job seekers included a large number of persons who were new to the Metropolitan area, particularly young men, recent school and college graduates and new Canadians facing problems of adjustment, learning a new language, and getting recognition of their qualifications.

In some parts of the city where vacancies were fairly strong, they were for unskilled or semi-skilled positions. However, due to the known high levels of unemployment, employers have raised their requirements and standards in recruiting. Some of the persistent shortages in particular occupations have been reduced or even eliminated. Such occupations in Toronto Metro included secretaries and stenographers, transcribing machine operators, sales clerks, waitresses and automobile mechanics.

During 1970, the **manufacturing industries** did not create jobs sufficient to keep pace with the increase in the labour force, while layoffs, closures and disputes — notably the one at General Motors of Canada — added to the numbers actively seeking work. In particular, employment in the machine trades fell to a low level, and openings for file clerks, typists and keypunch operators also declined. As a result, employers have been able to select from a wider group of applicants and have been able to fill some of their vacancies from direct applications without recourse to Canada Manpower Centres.

In the food processing industry, the recent discount price war among retailers helped to maintain employment in meat packing firms. Canada Packers Limited has been expanding its Gelatin Section facilities which will create a few additional jobs. Again in meat packing, Swift Canadian Company Limited

signed a three-year agreement affecting approximately 400 members of the Canadian Food and Allied Workers Union in Toronto. Under the new contract, which will take effect January 1, 1971, three months before the expiry of the current one on April 1, 1971, wages and benefits will increase by more than \$1.00 per hour, in excess of 30 per cent. The agreement will provide parity for female employees as of January 4, 1971, as well as improved pension and vacation benefits.

The furniture industry experienced a particularly difficult year and demand for workers was light or non-existent, with a surplus of qualified job seekers. The only occupation in shortage was experienced upholsterers. The Baldwin Piano Company (Canada) Limited closed down all manufacture of electric organs in Downsview affecting 22 workers, and has kept only service and distribution personnel on staff.

Building products were similarly affected. There were reports of difficulties by firms producing prefabricated products for new homes. Domtar Construction Materials Limited has announced plans to reduce output at its Mississauga clay products plant in April 1971 which will affect 150 male employees of a work force of 260 persons.

In the printing, publishing and allied industries, demand for workers was light. W. J. Gage Limited closed its stationery plant in November after 70 employees, members of the International Brotherhood of Bookbinders, Local 28, rejected a wage increase of eight cents an hour in a two-year contract. The company, which recently sold its book publishing business, had warned that the plant would be closed if the offer was rejected.

Despite the normal slow period, activity was quite good in particular sectors of the clothing industry such as skiwear and winter clothing. Some shortages of experienced sewing machine operators were felt and, as with other occupations during the recent period of slow growth, employers have been demanding higher levels of skill without a concomitant rise in wages. The fur and leather workers section of the Canadian Food and Allied Workers Union has served notice that in its next two-year contract with the fur industry, it will ask for a four-day, 32-hour week, and a \$50 per week wage increase (present minimums are \$121 for operators and \$131 for cutters). The current agreement, which covers

2,500 workers in Toronto, Montreal and Winnipeg, will expire in April 1971.

The automotive strike continued to affect metal industries in the Toronto area, and smaller stamping shops in particular, in some cases by holding back hiring plans and in others by creating actual layoffs. Additions to staff were of a minor nature and staff lost through attrition in certain firms were not replaced. The sheet metal and welding occupations in particular have been in surplus; demand for metal polishers, on the other hand, has remained high. In Port Credit, Dominion Metalware Industries Limited laid off all 80 of its production workers in early November because of a shortage of orders for its metal furniture used in institutions; the occupations affected included tinsmiths, brake operators, solderers, welders and punch press operators. In western Toronto, Aluminum Goods Limited, a manufacturer of boats and other products, had instituted a large layoff but more recently has recalled some staff. Johnson, Matthey & Mallory Limited was involved in a dispute with 278 members of the Precious Metal Workers, Local 2437. The employer had recently relocated part of its operation in Woodstock and the union has asked for severance pay or the option of moving with the company if the decision is made to close Toronto operations.

The electrical products industry was particularly hard hit this year by slower economic growth, caution in consumer expenditures, and stiff competition from overseas producers. Philips Electronics Industries Limited lost a contract for car radios and cassette tape players with Chrysler Corporation. This contract is estimated to be worth as much as \$20 million in annual production. As a direct result, layoff of an estimated 100 machine shop employees and 100 to 125 assembly workers, mostly female, was anticipated by the end of 1970. As many as 300 more employees were expected to be released during 1971.

The target date for Canadian General Electric to cease production of picture tubes for black and white television sets at its Rexdale plant now appears to be April 1971 rather than December 1970. Sixteen of the 155 employees involved have been placed in the company's Landsdowne Avenue plant. Smith-Corona Marchant in Scarborough, typewriter manufacturers, in early November laid off 14 male and 37 female production workers for an indefinite period, because of a lack of orders. Standard Coil Products (Canada) Limited, which manufactures television tuners, in mid-December placed 105 of its 150 production workers on indefinite layoff also because of a lack of orders. On the other hand, Canadian Admiral Corporation Limited in Port Credit, producers of television sets and other major

appliances, which had laid off 50 production employees earlier in the fall, in November recalled all but 20 of these workers. At ESB Canada Limited in Mississauga, makers of electric storage batteries, the strike by 149 hourly paid workers over a contract renewal, which began on September 28, 1970, remained unresolved at time of writing.

Trends were mixed in the transportation equipment industries. Douglas Aircraft Company of Canada Limited at Malton was busy on a contract to supply DC-10 wings to the parent company and continuing recall of employees previously on lay-off has been in progress. The employment outlook is enhanced by the company's own forecast of a sharp increase in sales from an estimated \$57 million for 1970 to more than \$100 million for 1971. Prospects for the S.T.O.L. aircraft, under development by De Havilland Aircraft of Canada Limited, Downsview, were heightened by an order from Nordair Limited and by the recent recommendation of the Science Council of Canada that S.T.O.L. systems be established as quickly as possible in this country's heavily populated cities. On the other hand, Garrett Manufacturing Limited indefinitely laid off 50 workers at its Rexdale aircraft components and accessories plant because of a shortage of orders. And Fruehauf Trailer Company of Canada Limited in Mississauga, which produces large tractor-trailers, gradually laid off about 90 production and maintenance workers from mid-year. To a large extent, this is due to customer uncertainty about new provincial requirements concerning specifications on axle loads.

In the rubber products industry, Goodyear Tire and Rubber Company of Canada Limited released 1,300 people in early December, to be recalled shortly after the New Year. The layoff was attributed to a need to adjust inventories, caused in part by the ongoing strike at General Motors of Canada Limited.

In the **construction** sector, the pace of building quickened considerably in the closing months of 1970, although it was not immediately translated into job openings. Housing starts, which for the first six months were less than half of the level of the same period of 1969, recovered strongly and for the January-November period were down by only 7 per cent. The same pattern is reflected in permits for all types of building which in October alone were more than one-third above the level of a year earlier; for the first ten months of 1970, such permits were down by only 1.4 per cent. In fact, at the beginning of December, the Toronto Real Estate Board was looking for a record year for 1970 of \$750 million in building permits.

Some of the major projects which were under way at the end of the year included the headquarters of UNIVAC Division of Sperry Rand of Canada Limited in Mississauga (\$20 million); the final phase of the Macdonald-Cartier Freeway and Highway 27 interchange by C. A. Pitts General Contractors Limited (\$11.4 million); a 32-storey building on the corner of Bay and Richmond Streets, undertaken by Y & R Properties Limited; and the IBM Computing Centre and the Allstate of Canada Building on the corner of the Don Valley Parkway and the Macdonald-Cartier Freeway—part of a \$30 million Y & R Properties project. Significant building plans were announced towards year-end by Howard Investments Limited for three apartment buildings in East York (\$20 million); by Del Zotto Enterprises Limited for apartment construction in Etobicoke (\$5.45 million); various apartment buildings in North York (nearly \$7 million); by Chrysler Canada Limited for a parts warehouse in Mississauga to replace present facilities in Rexdale (\$15 million); and a 32-storey office and retail complex at the corner of Bloor and Yonge Streets to be built by the Canadian Imperial Bank of Commerce and the Oddenino Group of London. The continued easing of monetary policy is generally expected to renew interest in construction plans.

This increased activity has not yet been fully felt in the structural trades; the number of vacancies was below normal levels and registration of clients was greater than a year earlier. Nevertheless, there was an improvement as the year progressed; fewer people were seeking work in construction at year-end than at mid-year, which is contrary to the normal seasonal pattern. This slow improvement is expected to continue as the new projects mentioned above are realized.

The **retail trade** sector mounted extensive promotional and advertising campaigns to help bring about a year-end improvement and to bring sales for the year up to 1969 levels. The upturn in hiring was no more than normal for the holiday season and retailers found no problems in meeting the seasonal demand for workers with unemployed persons from other occupations. The apparent inconsistency of an increase in job seekers together with an increase in vacancies in the sales sector is explained by the fact that many of the openings are for commission work only. Smaller retail organizations have been meeting their needs with existing staff. An increasing trend to split shift work has been noted as employers have attempted to lower costs through staff reorganization.

In the retail grocery trade, where a price war was initiated in early November, very little additional hiring was reported because of the need to

keep costs at a minimum. In fact, the announcement late in November by one major food chain of a reduction in the traditional Christmas bonus led to some employee dissatisfaction.

A major bright spot in the retail sector will be the opening of Sherway Gardens Shopping Centre at the junction of Highway 27 and the Queen Elizabeth Way, planned for February 24, 1971. The number of stores will be about 130, of which the major ones will be the Robert Simpson Company and Eaton's of Canada. Total hiring by plaza tenants has been estimated at nearly 2,100 and most of the actual recruiting will take place from the beginning of January until mid-February. The positions to be filled include those of sales clerks, cooks, kitchen workers, cleaners and porters.

In the **transportation, communications and utilities** sector, there was no shortage of qualified truck drivers during November and December. Demand was confined almost entirely to light truck delivery and route work; to a large extent, this was related to holiday deliveries and in many cases was only for seasonal and short-term employment. Demand for heavy truck or transport trailer drivers was minimal; in fact, many were adversely affected by the General Motors strike. In Mississauga, Charterways Limited signed a 30-month contract in early December with 24 bus drivers, members of the Amalgamated Transit Union, Division 107. The settlement increased wages from the previous level of \$2.60 per hour by 95 cents or 36.5 per cent over the life of the agreement, with 30 cents to be paid in the first year. In another labour dispute, conciliation had failed at time of writing between 57 baggage handlers and mechanics, members of the International Association of Machinists, Lodge 717, and Genaire (1961) Limited, an aircraft servicing firm which is used by the Toronto operations of American Airlines and Wardair Canada Limited. At Consumers' Gas Company, 560 members of Local 161 of International Chemical Workers' Union, who went on strike in Toronto and surrounding municipalities on November 16, remained on walkout at mid-December. Demand from the **service industries** in November remained well below last year's levels.

In the **finance, insurance and real estate** sector, vacancies for skilled clerical occupations decreased markedly between October and November. Insurance firms continued to seek salesmen with a strong shortage being reported in November, but most positions were for commission work only, which has not been attractive to potential employees. Real estate firms were seeking cleaning staff towards year-end, although automation and more efficient methods

have generally reduced this type of demand compared to former years.

In the **personal, business and community services**, the labour market experience of hairdressing salons varied widely; on balance, however, the demand for experienced stylists and cosmetologists has been strong, and shortages have increased in comparison with a year earlier. Hotels and restaurants were anticipating good business during the holiday season; their requirements were for chefs and experienced waiters and waitresses. The shortages for general maids and mothers' helpers remained very strong, but low wages and live-in requirements continued to deter applicants despite the scarcity of employment opportunities. Applications to work in the Toronto Post Office over the holidays increased by as many as 5,000 over 1969. While demand for the industrial service trades (maintenance occupations, stationary engineers, automotive repairmen and mechanics) has been reasonably strong, the shortages of past months have been considerably reduced in the Toronto area and lower turnover has reduced the number of vacancies notified to Canada Manpower Centres. Television repairmen have continued to be in demand, with employers insisting on experience with colour sets.

The demand for people with **professional, technical and managerial** skills was limited. The number of clients registered at Canada Manpower Centres increased steadily from mid-year and by year-end was nearly double the figure for June. This came about as slower economic growth led many firms to reorganize operations and lay off professional staff, particularly at the middle management and supervisory level. A significant proportion of such clients consisted of older employees possessing long-term experience with a particular employer. Shutdowns and cutbacks in the manufacturing industries resulted in higher registrations of qualified engineers, technologists and draftsmen. Others seeking work include purchasing agents, credit managers, manager trainees, administrative assistants, programmers and systems analysts. At the same time, the number of professional openings declined steadily throughout 1970 and at year-end was nearly 40 per cent less than a year earlier. This contrasts with the usual seasonal pattern whereby the number of vacancies increases steadily from January to August and then falls off somewhat. Available vacancies were limited to managers of industrial firms and production superintendents. Because of the shortage of vacancies, some clients have been prepared to accept positions in which their qualifications are not fully utilized. However, certain employers have been reluctant to hire an over-qualified client because of the

possibility that he would leave when conditions improved. In some plants, there have been reports of supervisory staff accepting production work as an alternative to being laid off. A further result of the shortage of professional positions has been that recent immigrants to this country have found the lack of Canadian experience to be a severe deterrent and many have been obliged to accept unskilled jobs. Reduced construction volume has led to cutbacks in architects' staffs by as much as 35 to 50 per cent and many design teams have been broken up. As a result, the profession has expressed concern about its capacity to handle large assignments when economic conditions improve. The same might be said for similar organizations which have reduced staff to skeleton operations, such as consulting engineering firms. On the brighter side, there has been some increase in demand for registered medical laboratory technicians, who have continued in short supply, and for fully qualified social workers possessing a Master's degree.

CENTRAL ONTARIO

The labour market situation in Central Ontario continued to be dominated by the dispute between members of the United Auto Workers of America and General Motors of Canada Limited in Oshawa, which resulted in a number of layoffs in feeder companies. The dispute was finally settled when workers ratified a new contract on December 17. While other manufacturing sectors maintained fairly regular production schedules and the construction industry was active with projects well on target, overall economic activity continued to reflect the general slowdown experienced during the year just ending.

In **agriculture**, seasonal activities were terminated. A limited demand was evident for experienced dairy and beef farm hands with wages offered being lower than the rates established earlier this year. Vegetable sales throughout the area have been affected by the price war among the supermarket grocer chains as vegetable processors refrained from selling their products at depressed prices.

In the **manufacturing industries** new shutdowns and layoffs occurred, but were partially offset by some recalls and new hirings due to plant expansions. Kirk Containers Limited of Brampton, a manufacturer of corrugated cardboard containers, ceased production in November laying off 55 hourly-rated workers ranging from general labourers to tradesmen, as a result of strong competition and a lack of orders. In the leather products sector, production has returned to normal at the plant of Robson-Lang Leathers of Oshawa following a 7½-

day strike by 196 employees. In the chemical products sector, Monsanto (Canada) Limited at Oakville indefinitely laid off 34 persons owing to reduced orders. In contrast, Canadian Industries Limited at Brampton, a manufacturer of adhesive-coated materials, recalled 5 of the 20 production workers laid off in October. Also at Brampton, Morgan Adhesives of Canada Limited proceeded with the installation of an additional production line scheduled to be in operation in January 1971 which will create new jobs for five to ten labourers. Lepage's Limited of Toronto, a manufacturer of adhesive and paints, continued the construction of a 95,000 square foot plant on a 10-acre site in Bramalea which will permit expansion of manufacturing early in 1971. Labour requirements of the company have not yet been disclosed. At Aurora, Sterling Drugs Limited is constructing a plant addition to cost \$2 million scheduled for completion by the end of 1971. In the fabricated metal products sector, Greening Donald Limited, a manufacturer of wire screening and containers at Orangeville, laid off 26 male hourly-rated employees in November. Recalls were expected to commence before the end of the year. Phoenix Manufacturing Company Limited of Milton, a producer of sheet metal and plastic coatings, laid off seven male and five female employees on November 5 because of a shortage of orders. For the same reason, P. L. Robertson Manufacturing Company Limited at Milton, a manufacturer of screws and fasteners, laid off 35 workers on November 5. Lyman Tubes Limited, previously located in Hamilton and Montreal, is about to commence operations at its new premises in Oakville. No information was available on the hiring intentions of the company. In the electrical products sector, 2,500 members of the United Electrical Workers, Local 531, went on strike on November 3 against Northern Electric Company Limited at its Bramalea plant. A settlement covering a 30-month period was reached after 4½ weeks. Canadian Westinghouse Limited, Portable Products Division at Orangeville, hired a few female assemblers, bringing its payroll up to 167 workers.

In the transportation equipment sector, the employment situation was still under the impact of developments in the automotive industry. The strike against General Motors of Canada Limited was settled at mid-December.

Although Ford Motor Company of Canada at Oakville had scheduled overtime for the first time in more than two years for the last week of November in response to rising demand for standard-sized cars, the rationing of imported parts and accessories was increasingly felt in the industry. This caused a halt in production at the Brampton plant of Ameri-

can Motors (Canada) Limited during the first and last weeks of November when about 1,200 assemblers were put on temporary layoff, followed by a further layoff of 1,000 workers during the week of December 11. The situation is reflected by statistics for the industry as a whole: new motor vehicle sales in Canada in October declined 7.5 per cent from a year earlier, while overseas manufacturers continued to increase their share of the Canadian market. January to October sales of imported cars rose 16.5 per cent over the same period last year. As a result of the General Motors strike, Coulter Manufacturing Limited of Oshawa laid off 20 male and 36 female employees and Standard Products of Canada, Georgetown Division, put 16 male and six female workers on indefinite layoff in December. In contrast, Houdaille Industries Limited of Oshawa recalled workers in November to produce bumpers for auto assembly plants in the United States. The entire staff of 521 employees had been previously laid off for one month as a result of the General Motors strike. While there was no hiring in the industry for production line work, some vacancies were listed for welders, millwrights and electricians by Ford's maintenance department.

The overall outlook for the **construction industry** has improved somewhat, although activity in the area continued to reflect the general slowdown experienced during 1970. In the Brampton area, 822 apartment units were under construction or in the planning stage. A shopping centre will be built on Kennedy Road North and a new plaza on Heart Lake Road. However, a projected \$10 million Brampton downtown redevelopment scheme by Muir Hill Investments Limited was abandoned as the company was unable to complete its land purchases. Since most of the housing developments are contracted to outside subcontractors who bring labour from their own regions, demand for construction workers in Brampton has been light over the year. In Oshawa, the total value of building permits issued for the month of October was \$6.7 million, including 151 residential permits valued at \$5.3 million. Major projects were a 258-suite apartment building, a nursing home, and a library addition. The area will have a new 100-bed senior citizens' nursing home in full operation by February 1971. The local Canada Manpower Centre has placed a number of labourers, carpenters and cement men on this \$1 million project. When completed, the home will employ approximately 100 persons. Whitby's new \$800,000 municipal police complex received council approval and construction has been authorized. In contrast, a slowdown in housing and apartment starts was experienced in the Oakville area: in November,

only 70 permits were issued at an estimated value of \$670,000. A drop in vacancies and placements also occurred in the area. However, the Department of Correctional Services, Province of Ontario, was planning to expand in Halton County with three major buildings in the next one to two years with a staffing requirement of about 100 people. The same Department is currently building a Reception and Assessment Centre in Oakville, scheduled for completion by December 1971. A staff of about 120 is expected to be hired, including psychiatrists, physiologists, psychometrists, social workers and service personnel such as cooks, laundry workers and maintenance mechanics.

In the **transportation, communication and utilities** sector, auto transporters who handle General Motors products exclusively were seriously affected by the industrial dispute. Dominion-Consolidated Truck Lines Limited of Toronto laid off 75 men at its Oshawa operations. However, a definite shortage of qualified tractor-trailer drivers was reported from the Brampton area. As a result of a recent wage settlement in the Oshawa area, truck drivers will be receiving \$5.06 an hour at the end of a three-year contract retroactive to last July. The new pay levels result from increases of \$1.55 an hour for drivers and \$1.65 for maintenance men. Temporary sorters for the Post Office started work on December 10; the duration of their employment is expected to be 10 to 12 days. Approximately half of the vacancies were filled by persons employed for Christmas 1969 who have been recalled; thereafter university students were considered. About 560 employees of Consumers' Gas Company Limited went on strike on November 15 in all operations of the company throughout Ontario, affecting technicians, repairmen and maintenance men employed in the Brampton and Oshawa centres.

In the **trade** sector, activity during the past few weeks was somewhat on the slow side apart from the supermarkets where there has been considerable activity due to the current price war. However, only a few stores have required assistance in locating extra help, many of them having already had sufficient applications on hand. In Oshawa, merchants felt the impact of the auto strike. A weekly loss of more than \$1 million to the area's economy was considerable and job openings were sharply down from last year's level.

The **community, business and personal services** sector showed little change in the period under review. Applicants out of work from factory layoffs were available and willing to accept work as waitresses and kitchen help but employers were not in-

terested in training such candidates for temporary work only. There seemed to be a continued demand and continual shortage throughout the region for live-in housekeepers. A fair demand for experienced waitresses, cooks, dishwashers and nursing home attendants was noticeable. A new two-year contract affecting 210 City Hall employees in Oshawa has been approved and ratified by Local 251, Canadian Union of Public Employees. The contract provides a salary increase of 9.0 per cent in the first and 7.5 per cent in the second year, with 100 per cent paid health benefits by December 1971.

The need for hospital technicians dominated activity in the **professional, technical and managerial** occupations. Some shortages were noted in the occupations of psychiatrist, radiology technician, medical technologist and physiotherapist. In contrast, there is a surplus of manpower in other occupations in this category. People who have held middle management positions have found it difficult to obtain new employment with vacancies remaining scarce. Employers continued to be extremely selective.

GEORGIAN BAY

Employment conditions continued to deteriorate throughout the Georgian Bay Economic Region as the seasonal downturn was accentuated by layoffs at local companies supplying the strikebound plants of General Motors of Canada Limited. Other manufacturing sectors continued to show the impact of slower economic activity and sluggish consumer demand. Although some bright spots were noticeable in the construction industry and the recreational sector, they could not offset the general decrease in manpower demand and the continuing cautious hiring policies of employers.

In the **manufacturing industries**, several shutdowns and layoffs occurred in the plants of automotive parts manufacturers owing to a reduction in orders from automotive assemblers. Goodyear Tire and Rubber Company Limited at Owen Sound laid off 28 female workers on its auto foam seat line; toward year end the company was operating at 50 per cent of its rated capacity. In Collingwood, I.O.F. Glass of Canada Limited, a maker of automobile windshields, and Daal Specialties Limited, manufacturers of seat belts, were expected to recall 500 factory workers in December, although no change was forthcoming at the time of writing. They had shut down their plants earlier in October. At Midland, Motorola (Ontario) Limited, an assembly plant for motor vehicle radios, laid off 29 female factory assemblers in November in an effort to improve efficiency. However, North American Rockwell Cor-

poration at Bracebridge, a manufacturer of auto accessories, has recalled 68 of the 90 workers reported to be laid off in October due to the GM strike. Also, Mansfield-Denman General Limited, Tire Division at Barrie, is gradually increasing its staff by monthly hirings of 10 to 12 workers.

Reduced manufacturing activities and a low rate of hiring were noticeable in the wood products sector. Furniture manufacturers in the Walkerton area were waiting for the customary mid-January furniture show after which business might pick up. Kaufman Furniture Limited at Collingwood laid off 25 workers during November reportedly to increase efficiency. Since sales are also reported to be slow, further staff cuts of a temporary nature might be considered. A \$100,000 forgivable loan has been granted to Canada Wood Specialty Limited in Orillia under Ontario's Equalization of Industry Program. The loan will assist the company in its current expansion program which includes a \$650,000 plant that will provide 41 jobs over the coming years.

No labour developments were reported from the food processing industries although they usually lay off employees near Christmas for approximately one month.

In the machinery sector, Black Clawson-Kennedy Limited, manufacturers of heavy equipment for the pulp and paper industry, laid off 20 workers in November because of the general economic slowdown. The company is currently engaged in designing a new type of waste processing plant with techniques developed in the paper industry.

In the shipbuilding sector, Canadian Shipbuilding and Engineering Limited at Collingwood has completed the construction of the new tanker *Imperial Dartmouth*. The shipyard has not reported any new contracts and the company continues its schedule of progressive layoffs initiated last September, to involve 650 workers by Christmas 1970. A staff of about 100 hourly-rated workers will remain at the yard.

In the metal fabricating sector, West Bend of Canada Limited, a manufacturer of cooking utensils at Barrie, gradually reduced its staff to 65 production workers from 220 a year ago. Forty employees of Moffats Limited, Orillia Division, a manufacturer of domestic electric ranges, who were laid off earlier this year owing to the shutdown of the plant, were being relocated by a joint committee including the company, the municipality and the local Canada Manpower Centre. Canada Foils Limited at Bracebridge recalled six employees out of 11 laid off early in October. Otaco Limited, a foundry shop at Orillia, gave advice of layoff to 49 employees due to a breakdown of machinery.

Some recalls and new hirings in the electrical

products sector indicate an upswing in production. Edwards of Canada Limited of Owen Sound, a manufacturer of electrical signalling equipment, recalled 19 female workers in November. RCA Limited at Midland continued to hire female assembly workers and TRW Electronic Components Limited at Collingwood recalled 150 female workers as of November 30 due to the award of a new contract.

Three new labour contracts were successfully negotiated during November. Canadian Pittsburgh Industries Limited at Owen Sound, a manufacturer of window glass, signed a two-year agreement for its 300 employees giving an increase of 35 cents per hour to the basic rate of \$2.38 to be followed by a further increase of 25 cents in October 1971. Also, a two-year contract was negotiated between Boyles Industries Limited at Orillia and the United Steelworkers of America, Local 7339. The agreement called for an increase of seven per cent effective November 1970 and a further raise of seven per cent in November 1971. At Orillia, an agreement was reached between Cyanamid of Canada Limited and its employees' association of 32 members which provided for a one-year general increase of 6½ per cent.

The **construction industry** was fairly active in the residential, commercial and engineering sectors, although it was still somewhat slower than in the same period a year ago. At Owen Sound, work is nearing completion on 50 units of senior citizens' housing on Seventh Avenue East. In Collingwood, Willan Investments Limited has proposed a housing complex on 140 acres of land, consisting of 450 condominium units, an 80-unit motel, and several recreational facilities. The project is dependent upon municipal council approval of the rezoning scheme. There has been a good demand for carpenters and construction workers in the region, with an adequate supply available. However, a shortage of plumbers and bricklayers has been reported. In Orillia, residential construction has decreased approximately 25 per cent from a year ago. The City Council has signed an agreement for the purchase of 69 acres of land for the future location of an industrial park. A \$1 million sewage project, designed to service the new industrial park and a large area of Orillia West, is scheduled to start during the coming winter. In the institutional sector, a branch of Georgian College of Applied Arts and Technology, designed to accommodate post-secondary graduates and offer courses for increased Canada Manpower Training activity, will be built in the near future at Owen Sound. Work continued on the major engineering project of the area, the nuclear generating plant of Ontario Hydro at Douglas Point. The contractor

expects soon to hire 12 carpenters and later on during 1971 some other tradesmen.

In the **retail trade** sector, Christmas shopping had not improved sales activities by the reporting date. Some of the employers in the retail sector have reduced working hours of regular employees to part-time employment, and part-time workers have been placed on rotation. There was a heavy response from the female labour force for employment in the new Woolworth Department Store in Orillia that is scheduled to open in February 1971. Several requests for salesmen were registered in the same area, but there were sufficient local applicants to fill the demand.

In the **community, business and personal service** sector, vacancies continue to decline, especially employment opportunities primarily of interest to women. Due to the seasonal decline in tourist trade, there has been decreased activity in the Orillia area in the hospitality industries. A noticeable surplus of secondary school students, qualified to fill part-time jobs for waitresses, busboys and short-order cooks was available. In contrast, summer resorts in the Owen Sound area found new business in the increasing number of snowmobile tourists, and hotels remained open to accommodate these people.

As a result of depressed employment conditions, there has been an unusually high demand for Canada Manpower Training throughout the economic region. In Orillia, there were approximately 421 trainees attending upgrading and skill training classes at Georgian College at the beginning of December.

2 — NORTHERN ONTARIO

The performance of industry in Northern Ontario during November and December compared very favourably with that of the rest of Canada. However, taken in the light of levels achieved by the North District over the last two or three years, overall economic activity has noticeably weakened. Particularly hard hit have been the woods and construction sectors, and the areas of New Liskeard, Kirkland Lake and Elliot Lake. These areas are in marked contrast to areas which are dominated by the mining industry in which employment activity remains high. Unemployment is higher than last year in all areas and is likely to reach a seasonal peak during the latter half of February.

In the **service** sector, the tourist industry was affected by the closing of the deer and moose hunting season. Although a large number of deer and moose were obtained, local tourist outfitters received

little additional business due to hunters obtaining their supplies in their home localities.

The early arrival of winter has forced commercial fishermen off the inland lakes. However, this year's catch has been reported as quite good, with whitefish being the main species. The herring run, which began in mid-November and will continue until mid-December, has necessitated the addition of 60 female casuals to the fish packing plant at Thunder Bay. The catch is forecast at 500 tons with prices holding very strong in the \$80 per ton range.

In **mining**, the most active exploration area continues to be centred around Sturgeon Lake in the Kenora District. Mattabi Mines, whose discovery triggered the current spate of activity, is proceeding with the building of a concentrator, a railway spur-line and a hydro powerline. At Uchi Lake, Selco Explorations expects to have their mine producing a month ahead of the scheduled start up in April 1971. The latest cores pulled by Falconbridge at their discovery in the Sturgeon Lake area are promising. As with Mattabi, the latter's orebody is strong in copper, zinc, silver and gold. In the Kirkland Lake area, the re-opening of Texmont Nickel Mines is progressing well. Forty-five workers are presently constructing a compressor and hoist room. Many of the latter workers are expected to stay on permanently when the mine begins production of 1,000 tons of ore per day in June 1971. At that time sixty workers will be employed underground and forty on the surface. Thirty-five tons of nickel concentrate will be trucked daily to the International Nickel Company's smelter in Sudbury.

The International Nickel Company has announced the opening of another new mine at Sudbury to be called Levack West. This new mine, which will produce 25,000 tons of ore per day and employ 250 men, will be unique for the Sudbury area. The mine will contain no main shaft. Access to the underground workings will be through a two-mile long inclined ramp from the surface. This will allow greater use of the new haul-and-dump rubber-tired vehicles. Start-up is expected in 1975. Inco continues to recruit new workers and, as they did last year, have advertised for local students to work during their Christmas holidays.

Further north in the Sudbury District, Kipco Metals and Chemicals have announced that they are proceeding to production with the Number 6 Zone Nemegos Mine near Chapleau. Production will begin in April 1972 with 100 workers and the concentrate of titanium dioxide, titanium-rich slag and pig iron will be shipped to Oshawa for smelting.

On the other hand, Kerr Addison Mines Limited recently announced that they will shortly cease

all development of their Agnew Lake uranium property (42 miles west of Sudbury) for an indefinite period. The lack of world markets and the low prices currently prevailing for uranium make this property unattractive at this time. Some fifty men will be laid off once the underground machinery is removed and the shaft capped. Kerr Addison hopes to absorb some of these men into other mines elsewhere in their organization. Kerr Addison's problems at Agnew Lake are an example of the difficult position which is now faced by the whole of Canada's uranium mining industry.

In the same general area, Spanish River Mines, a copper producer, permanently ceased operations on November 15, 1970. Forty-five men are affected. In the Kirkland Lake area, Upper Canada Mines expect to phase out their gold workings within two to three years. At Atikokan, Caland Ore estimate their iron ore reserves are sufficient for only six more years of operations; and, in the Timmins area, the Canadian Jamieson Copper Mine will close at the end of this year. One hundred and forty men will be affected, with 75 of these already having been laid off. It is possible that the strong demand for miners by the area's gold mines will absorb some of these people.

At New Liskeard, the Glen Lake Mine and the Hi Ho Silver Mine have indefinitely suspended operations due to financial difficulties. Seventy-five men are directly affected and, in addition, the Cobalt smelter has cut back staff and operations by 50 per cent due to a tonnage drop. It is hoped that these may be reopened if the anticipated price rise for silver takes place.

The **forest based industries** continue to be plagued with dwindling markets and the outlook is for a depressed winter for lumber and plywood companies. Logging crews are expected to operate below normal strength this winter and the seasonal closings are coming earlier than usual. It is reported from the Fort Frances area that Pearson Forest Products will shut down one mill for the whole winter at Glenorchy, and at Sturgeon Falls the area's two largest sawmills have closed for the season. In addition, Abitibi Panel Products have temporarily laid off 20 men due to slack sales.

In addition to the curtailment of sawmill activity, most areas report that the hauling of both saw and pulp logs has ceased until freeze-up when logging roads will once again open. In the Thunder Bay area alone, the number of persons laid off due to this normal seasonal factor is in excess of 600 men. An upturn in the lumber industry will largely depend upon the timing and degree of an upswing in residential construction which is the major market.

Employment in this industry will likely suffer further from several new technological developments currently being introduced. Over the next few years there will be less demand for licensed scalers in Ontario as the Ontario Department of Lands and Forests have developed and have placed in use a system of weight to designate board-feet per cord of lumber.

In the **construction** industry, there are signs of an upturn in residential construction in the North District. In North Bay contracts have been let for 50 rent-geared-to-income housing units. The construction of mine housing and living accommodations has begun at the Mattabi Mine in the Kenora area. In Sudbury, City Council approval has been given for 500 units of public housing.

New projects planned in the industrial and commercial fields should maintain high levels of activity. The large college complex is moving ahead at North Bay and a \$2 million administration building (the initial project of a large complex for the Ontario Department of Highways) has also been started. At Thunder Bay, a \$2.5 million expansion of Lakehead University will commence shortly. A new \$700,000 high school is planned at Atikokan in the Fort Frances area and a new school is also planned for Desbarats near Sault Ste. Marie. Construction of the new kraft mill at Fort Frances is well under way, and a new passenger terminal will soon be built at the municipal airport. In Sault Ste. Marie, concrete work has begun on the new oxygen shop for Algoma Steel. Five major projects in the Kapuskasing area are managing to keep at least 90 per cent of that area's skilled tradesmen working. Thunder Bay Canada Manpower Centre has few tradesmen or good construction labourers on file, although it is expected in all areas that the winter will soon bring about some layoffs, particularly of unskilled labourers, heavy equipment operators and truck drivers. Construction work over the winter will involve inside work primarily involving skilled tradesmen.

At Sudbury, however, winter employment is expected to remain strong in construction with most trades in high demand except for heavy equipment operators and truck drivers. The large industrial expansions at Inco and Falconbridge continue to employ thousands of construction workers, and the multi-million dollar downtown renewal project has now reached the stage where the steelwork is erected and the maximum amount of labour will be needed to enclose and complete the project. Hospital construction valued in the neighbourhood of \$15 million is also slated to commence soon. Skilled tradesmen are so scarce in Sudbury that Inco has recently

undertaken to offer a \$65 per week living allowance to steamfitters in order to attract them.

The Sudbury Division of Ontario Hydro recently announced that their construction program of the last five years is nearing completion. At the height of this program Hydro had 1,250 construction workers on the payroll. They are now down to 450 and expect shortly to reduce this figure even further. In the New Liskeard area, the consortium of Pitts, McNamara and Atlas have reduced their staff on the Montreal River Hydro Project by a further 56 men. The remaining 576 workers will be laid off in stages as the various aspects of the project reach completion. However, some of the current layoffs are due to seasonal factors and the spring should bring some increase in the labour force on this project.

The **manufacturing** industry in this District, although experiencing some slack in pulp and paper and in steel, has run counter to the national trend. Mining equipment firms in North Bay are operating near capacity. Canadian Longyear Limited, one of the area's larger employers, has resumed production after settling a lengthy strike, and Jarvis Clarke Company expect to begin production of their mine load-and-haul vehicles by April 1971. Initially 40 new jobs will be created.

At Thunder Bay, the three-month strike at the Canadian Car Company plant was settled in early November and it is anticipated that production of rapid transit cars for the Toronto and New York Transit Authorities will commence shortly. Expansions at Tee Kay Apparel and Woods Bag and Canvas Limited, both situated in Thunder Bay, will provide an additional 25 jobs each for the local economy.

A recent fire in New Liskeard has forced Canadian Lundia Limited to reduce their work force from 50 to 7 until rebuilding can be completed. In Sault Ste. Marie, the effects of the long auto strike at General Motors as well as seasonal factors have caused Algoma Steel to lay off 100 employees in November. All affected had less than three months' service with the Company.

Retail sales are picking up momentum as Christmas approaches. However, it is expected that levels will be about the same as last year. Sales of food are running about 25 to 30 per cent ahead of last year which may reflect the current supermarket price war. Some durables, particularly colour televisions, are moving well. Auto sales continue to be slow. The trend of retail stores employing more part-time staff and fewer full-time personnel is becoming more pronounced. Sudbury also reports that local

retailers are placing an increasing emphasis on hiring bilingual staff.

3 — EASTERN ONTARIO

No clear trend has yet been established in the East District's economy despite improvements shown by some sectors. The process of recovery from the downturn of recent months seems to be occurring more slowly than was originally anticipated. The seasonal upsurge of activity during the summer and fall months was sufficient to spur employment levels back to 1969 levels but not enough to reduce unemployment resulting from the increased labour force. The negative effects of the normal winter slowdown in agriculture, tourism and some manufacturing industries, combined with the effects of the General Motors industrial dispute, moderated the growth of the more buoyant sectors of the economy. Thus no clear improvement in employment levels or general economic activity is foreseen before spring. Federal Government incentives to renewed growth, such as funds for low income housing, increased Canada Manpower Training, and industrial expansion grants, will provide some needed source of support.

During the period under review, the **construction** sector in the East District continued to show signs of recovery from its year long decline especially in the Ottawa, Brockville, Belleville and Kingston areas. Building permits issued, while still below 1969 levels, increased over earlier 1970 levels. Highlights of November and December activity included the approval of a \$1.6 million water treatment plant in Peterborough, announcement of a new \$30 million three-year school construction program by the Carleton Board of Education in Ottawa, and an increase in the number of housing starts for the District as a whole. On the negative side, construction of the proposed \$70 million Canadian International Paper Limited pulp and paper mill in the Belleville area was postponed to 1972 due to the instability of market conditions in the paper industry. Had the firm decided to go ahead at this time it would have provided a needed source of employment over the difficult winter months.

A general surplus of construction manpower existed in the District though some areas reported excess demand for experienced roofers, bricklayers, plasterers, carpenters and sheet metal workers.

In the **manufacturing** sector announcements of further layoffs were roughly balanced by announcements of increases in employment resulting in little overall change. A sample of the third quarter profit levels of District firms, however, indicated that profits were still below the level of 1969 in spite of increased

sales. Major layoffs announced during the period under review included 300 persons affected by cutbacks at Courtaulds Limited, Cornwall, where layoffs are to last only seven weeks according to company spokesmen; further cutbacks totalling 230 persons at Dupont of Canada Limited, Kingston and Prescott; and layoffs of 100-130 persons at Fingerhut International Limited, Cornwall. All of the above were due to the decrease in orders for textile products. Other industries experiencing decreases included Dominion Magnesium Limited, Renfrew, which closed two of its smelting furnaces in December affecting 40 workers, and Erie Technological Products of Canada Limited, Trenton, an electronics manufacturer, which announced it would place 325 persons on temporary layoff due to lack of orders.

On the other hand, three District furniture manufacturers, Brentwoods Chairs Limited (Hawkesbury), Rosedale Furniture Limited (Lindsay), and Interroyal Corporation Limited (Smiths Falls), hired a total of 80 workers during November and December and expect further hirings shortly. The carpet industry also showed strong expansion as illustrated by the employment increases at Brinton Carpets Limited (Lindsay), Caravelle Carpets Limited (Cornwall), and Union Carbide Limited (Arnprior), a manufacturer of fibres for tufted carpets. Other industries in which activity improved included the electronics industry where Digital Equipment of Canada Limited, Carleton Place, rehired 50 workers previously laid off, and the electrical products industry where Automatic Electric Limited, Brockville, increased employment by 125 during November. Power shortages in the United States increased the demand for portable and emergency generating equipment resulting in a \$1 million contract for Canadian General Electric Company Limited, Peterborough. Thirty-five new jobs were created.

This combined layoff and expansion activity resulted in surpluses of inexperienced or under-trained machinists, general production workers and electronic assemblers while shortages existed for experienced screw machine set-up operators, electrical technicians, licensed boiler mechanics (commercial oil and gas), tool and die makers and experienced foremen.

In the **retail trade** sector, employers reported business average-to-good with sales generally improving. The rise was mainly seasonal in nature, however, as sales normally increase during the month of December. No large employment increases were noted. A few employers, on the other hand, reduced the number of hours employees work in reaction to the increase in the Province's minimum

wage from \$1.50 to \$1.65 per hour, though such action was not considered to be widespread.

The District's important **public service** sector showed some signs of increasing activity. The Public Service Commission is expecting to increase the number of new community college and university recruits this year although no absolute figures have been released. Other indications of public service employment increases include a recent order for 348 clerks placed by the Dominion Bureau of Statistics, Ottawa, for work involving the 1971 Census. The regional head office of the Unemployment Insurance Commission in Belleville hired 35 temporary workers in November as is its normal seasonal practise.

The effects of the shifting demand patterns within the **service** sector resulted in continuing shortages of good hairdressers, maids, commission salesmen, manager trainees, carpet installation mechanics, and air condition mechanics in several district Canada Manpower Centres. Some areas also listed clerical and stenographic help as being in short supply. In the administrative, professional and technical categories, there continued to be shortages of highly skilled medical and paramedical personnel such as physical therapists and dental hygienists, while surpluses of persons with general B.A. degrees (especially female) and Ph.D. chemists and physicists existed. New on the surplus list were university qualified librarians. Unusually, not all graduates of library science courses were successful in obtaining suitable employment. Adjustments are being instituted by the various universities.

4 – NIAGARA – HAMILTON – MID-WESTERN ONTARIO

NIAGARA-HAMILTON

Economic activity in the Niagara Region remained subject to the uncertainties which have characterized the area during the last half of 1970. The Peninsula was dominated by the labour dispute at General Motors of Canada Limited, although the earlier strike settlement at the firm's American plants slightly reduced the employment side effects among several local parts suppliers late in November and early in December. While worker recalls continued among local agricultural machinery and aircraft components manufacturers, significant numbers of employees remained on layoff. In other industries, notably agriculture and construction, seasonal reductions in activity were experienced, particularly during December. The net effects of these developments were felt in the trade sector, where normal increases

in sales and employment activity were somewhat diluted by less buoyant Christmas spending.

The colder weather in November brought most **agricultural** activities to a close. Apple harvesting was one of the last operations to cease, terminating by November 15. In the Brantford area, tobacco stripping and grading employment was discontinued in early December. In other primary industries, fishing activity continued to decrease prior to the end of the fishing season, while Niagara Peninsula quarries maintained constant employment levels on the strength of demands for gravel from firms involved in the Welland Canal expansion and in road and railbed excavations.

In **manufacturing**, local canneries ceased operations during December, reducing employment levels to their seasonal low point. In the Welland area, Bick's Pickles Limited laid off 101 female workers during the month, while in St. David's, Canadian Canners Limited released 215 persons. Further seasonal terminations in activity also occurred at St. Catharines area canneries. In contrast, meat packing firms remained active in response to Christmas activity. Essex Packers Limited, Hamilton, maintained the increased staff levels which resulted from the hiring of 70 additional production workers in October, while F. W. Fearman Limited of Burlington recruited packers and other plant personnel. Similar activity was apparent at Hamilton area confectionery manufacturers.

During the period under review, local rubber products firms reacted to a variety of market influences. In Hamilton, the Firestone Tire and Rubber Company of Canada Limited partially postponed the implementation of a training-in-industry programme for tire builders, reflecting in part the size of the firm's inventory of studded snow tires, the use of which has been banned by Provincial legislation as of April 1971. Recent statements by a firm executive, however, suggest that the firm has not yet encountered any serious effects resulting from the Federal Government's recent import agreement with Michelin Tire Corporation of France. In Brantford, Gates Rubber of Canada Limited encountered sales and production reductions through the General Motors strike and the low activity levels of Massey-Ferguson Industries Limited, but was able to offset these by entering the production of traction belts for snowmobiles.

Recent increases in the minimum wage have contributed to the uncertainty surrounding local leather goods firms. In Niagara Falls, the E. H. Ferree Company Limited placed 160 plant workers on seasonal layoff in November and December, with recall in 1971 being, to some extent, dependent on

the firm's ability to maintain profit margins in the face of higher wage costs. While the Port Colborne area shoe manufacturers have faced similar uncertainties in 1970, they nevertheless expect to maintain production levels into 1971 and have begun to prepare for the production of spring styles.

In the textile industry, the reduced manpower demands of Hamilton area spinning mills continued to reflect attempts to rationalize production processes while awaiting news of the upcoming Federal textile policy. On the other hand, area apparel manufacturers maintained active production levels. Shirt manufacturers such as Cluett Peabody and Company of Canada Limited, Hamilton, were assisted by the year-long extension of the surtax on imported shirts which guaranteed their position in the Christmas market. In Dunnville, Christmas activity also led Dominion Fabrics Limited to increase production and staff levels, while Brantford's Harding Carpets Limited has increased staff from the normal 400 to 530. Overproduction for the automobile market, however, led Allen Industries Canada Limited, Hamilton, to lay off 30 female sewing machine operators in October—a layoff which continued during the period under review.

Temporary and permanent staff reductions characterized the local wood, cardboard and paper industries. Reel-Pack Limited, Hamilton, a maker of wooden reels and pallets, entered receivership in October, a development which affected the firm's 33 labourers and reel assemblers. Similarly, reduced demands for corrugated auto parts containers led Consolidated Bathurst Packaging Limited to lay off 30 plant employees in December. In the paper industry, St. Catharines' Garden City Paper Mills Company Limited closed in December, releasing the last of its 120 plant employees, most of whom have been able to find alternative employment in the St. Catharines area.

During the fourth quarter, production of basic steel by Niagara Peninsula firms was expected to remain at fairly high levels as customers' attempts to build up their slightly depleted inventories compensated for the reduction in steel demand resulting from the General Motors labour dispute. Layoffs in the local steel industry were numerous in November and December, although each one affected a relatively small number of workers. As a result of the General Motors strike, 51 production workers at the Steel Company of Canada Limited (Stelco), Hamilton, and 40 plant personnel (mostly moulders) at Hamilton's Canron Limited were still awaiting recall in December. Rio Algom Mines Limited's Atlas Steel Company Division laid off 75 men in November, while Stelco's Page Hersey Works had 26 men awaiting call-back. The latter firm was able to pre-

vent further layoffs as orders for light pipe offset reduced sales associated with the General Motors dispute. Constant employment levels punctuated by replacement hirings characterized both the International Nickel of Canada Limited (Inco), Port Colborne, and Stelco's Welland Tubes Works in Welland. James United Steel Limited, Port Robinson, remained in receivership, and released 50 workers, leaving 130 still employed. Efforts to sell the firm have not been successful to date. While the larger area firms encountered either layoffs or a postponement of new hirings, several smaller firms experienced staff expansion. Canada Forgings Limited, Welland, added to its production personnel as a result of a \$3 million Ontario Hydro contract, while Chesbar Iron Powder Limited, Niagara Falls, made moves to double its 25-man staff in December and add to its production facilities. The early part of 1971 may bring some "hedge-buying" against a possible steel strike in the United States in the third quarter while domestic pipeline demand may add further strength to markets following recent Federal Government approval of the export of natural gas to the United States. Termination of the General Motors dispute will also contribute to the steel industry's activity in 1971. However, increased import competition in both Canada and the United States from Japan and Europe may combine with a growing weakness in the export markets on which Canadian producers relied in 1970. The net effects of these conflicting possibilities render the 1971 steel market very uncertain.

The metal fabricating sector experienced diverse fortunes during November and December as area structural metal firms maintained past months' activity levels. In Hamilton, Bridge and Tank Company of Canada Limited sought drill press operators and labourers as work continued on the firm's large hangar contract. In contrast, however, Wabco Limited, Paris, laid off 50 production workers in its grader division, while seasonal influences in the refrigeration industry resulted in an 80-man layoff at Hussman Food Store Equipment Limited in Brantford. The fortunes of machine shops in the Niagara Region also varied, reflecting the demand for their service in their local municipalities. In Brantford, the decreased production at major local employers considerably reduced the area's machine shop activity while the reverse was the case in Port Colborne, where ship repair work was expected to contribute toward further migration of machinists into the area. Hamilton area firms maintained constant activity with the majority of new hirings being for replacement purposes.

The transportation equipment industry was dominated by the General Motors of Canada Limited

labour dispute, which directly involved 6,443 employees at the firm's St. Catharines operations. The effects of the strike were evident among such General Motors suppliers as Thompson Products Limited, St. Catharines, who had 340 employees awaiting recall. However, the earlier settlement of the General Motors strike in the United States brought some recalls among firms which supply American General Motors plants. Hayes-Dana Limited, Thorold, were able to recall 160 workers although 240 of the firm's employees remained on layoff at mid-December. In other transportation equipment subsectors, general improvements predominated with the exception of shipbuilding. In the latter industry, completion of the last contract at the Port Weller Dry Docks has resulted in the steady release of metal workers during the period under review. In contrast, the local railway rolling stock industry continued to experience increased activity, with the recent placement of a \$7.5 million Canadian National Railways boxcar order with National Steel Car Corporation Limited, Hamilton, which, combined with the \$40 million in orders on which the firm is now engaged, should contribute to steady production and employment activity during the first half of 1971. During November and December, the firm maintained training-in-industry programs for welders despite a material shortages problem which temporarily reduced production levels and hiring activity. Local rolling stock production was further increased by BLH-Canada Limited, Dundas, which began to call back and recruit machinists in response to an Inco contract for 27 slag carriers. Similar improvements were apparent at John Deere Limited plants in the Niagara Peninsula. A recent decision to consolidate its administrative operations in Hamilton will result in the transfer of 30 employees to that city from other parts of Canada, with a further hiring of clerical support staff. Moreover, sales of new product lines have led the firm's Welland Works to increase its staff strength to 630 employees – a growth of 100 during the past year. In the aircraft components industry, continuing recalls brought to 403 the number of persons employed by Fleet Manufacturing Limited, Fort Erie, as a result of increased sales and production activity. The firm reduced employment from a high point of 700 to 350 in 1969, and expects the current series of recalls to result in an employment of 420 by February 1971.

Improved wheat market prospects are expected to inject millions of dollars into the Prairie Region economy with the possibility of associated increases in the demand for agricultural equipment. In Brantford, the Massey-Ferguson Industries Limited Combine Plant recalled a 600-man shift in November to

begin combine production, which added to the 700 men recalled earlier at its foundry and Verity works. International Harvester Company of Canada Limited continued to recall workers to replace those lost through attrition. Of the 600 workers originally laid off by the firm, 400 were awaiting call-back at time of writing. However, production rationalization decisions led the firm to permanently close its Hamilton foundry, which resulted in the release of 90 employees. Despite the recalls apparent among its competitors, Brantford's White Motor Corporation of Canada Limited, Farm Equipment Division, laid off 33 salaried employees from its engineering, production and methods departments while postponing from January until March 1971 the resumption of combine production.

With a recent Canadian General Electric Company Limited announcement that it would cease the manufacture of picture tubes by the end of 1970, Canadian Westinghouse Limited became the sole picture tube producer in the country. However, this is not expected to lead local Westinghouse plants to increase their employment. Rather, internal staff transfers from the less active appliance departments are expected to adequately satisfy manpower requirements. Reduced television sales were apparent among the smaller area firms. Aerovox Canada Limited, Hamilton, completed a phase-out of its radio and television capacitor operations reducing its staff from 200 to 125. Brantford's Canadian Westinghouse plant continued to react to poor sales by planning a decrease of staff from 400 to 260 by the end of December. At the John Inglis Company Limited, Saltfleet Township, 400 members of Local 525, United Auto Workers, ratified a contract on December 13, bringing to a close a strike which had begun on August 26.

In contrast to the appliance and television production situation, transformer and generator output remained strong; recently received gas turbine contracts led to continued hiring activity at the Canadian Westinghouse Limited main plant in Hamilton. Similar improvements in production and labour market activity also characterized automotive electrical products firms in the Niagara Region. Lanark Manufacturing Company, Dunnville, hired a further 60 female production workers in response to strong demand for the wiring assemblies it produces. In addition, settlement of the General Motors strike in the United States led to a recall of 170 female assemblers at the Brantford United-Carr Canada Limited plant.

Assisted by pre-winter construction activity, local building products suppliers maintained fairly high output and employment levels during November. In December, however, some decreased activity

became apparent despite the relatively mild weather which prolonged construction activity somewhat. In Hamilton, 40 men were released as the National Sewer Pipe Limited, a drain tile manufacturer, discontinued business due to competition from other materials such as plastics. Elsewhere in the non-metallic mineral products industry, reduced product demand led to a variety of layoffs. In Niagara Falls, small layoffs at the Norton Company were announced in November, while in Hamilton, Dominion Glass Company Limited indefinitely laid off 100 male production workers in the wake of poor sales. On November 6, National Slag Limited, Hamilton, encountered a 40-man strike which continues at time of writing.

Generally reduced levels of production and hiring activity prevailed in the chemical industry. In Niagara Falls, the Cyanamid of Canada Limited Niagara Plant released 70 plant personnel, some of whom were reabsorbed by the firm's Welland plant. Technological change and labour disputes are among the reasons cited. In Hamilton, poor sales of vinyl flooring led Building Products of Canada Limited to completely close their Hamilton plant at the end of December releasing 110 production workers. This situation had been aggravated by the relatively inactive construction industry which prevailed in 1970. In contrast to these closures, production levels at the Welland Union Carbide Canada Limited plant remained steady despite the closure of some kilns for maintenance, and the layoff of 24 recently hired employees. New hirings are unlikely before the spring of 1971. Stable employment levels prevailed at the Electric Reduction Company of Canada Limited, Dunnville.

During November and December, the Niagara Peninsula **construction** industry began to show signs of seasonal inactivity. This trend was particularly apparent in St. Catharines, Welland and Niagara Falls, and was aggravated to some extent by an influx of tradesmen from Eastern Canada seeking winter employment. Other municipalities, however, were able to moderate the seasonal slowdown through the employment effects of new residential and non-residential projects. Of central importance was the impact of Federal funds aimed at stimulating the construction of low-income housing. The effects of this assistance were particularly noticeable in Hamilton and Brantford where October housing starts showed dramatic increases with work continuing on these projects in November and December. Several non-residential projects were also begun during the period. In Hamilton, excavation for the city's new \$100 million Lloyd D. Jackson Square began in November promising winter work for 150

people and adding to the manpower requirements already apparent from the city's \$3 million International Business Machines Building on which external work was nearing completion in December. In Port Colborne, work commenced in late December on a \$2.5 million shopping mall, while a \$630,000 Medical Arts Building was begun in Niagara Falls.

Road, bridge and sewer construction presented a marked contrast to other subsectors during the two months under review. In Fort Erie and Port Colborne, unusually warm weather enabled the completion of road- and rail-bed excavations, which meant that further pipe laying and dumping work could continue throughout the winter providing significant winter employment for labourers, truck drivers and pipe layers. Continued activity on the Welland Canal expansion near Port Colborne depleted local supplies of several construction trades. Wet weather, however, resulted in a termination of excavating activity in Welland, and led many Hamilton area paving firms to terminate their work for the winter months. On the other hand, weather conditions did not appear to affect the second phase of Hamilton's Claremont Access project which provided a demand for experienced tunnelling workers.

Continuing inactivity characterized the Niagara area **transportation** industry during November and December. Trucking firms maintained a very low level of manpower demand reflecting the reduced levels of shipments associated with less active sales and production levels in the manufacturing sector. The trucking situation was noticeably worsened by the indirect effects of the General Motors strike; 75 St. Catharines area drivers were laid off due to reduced shipments of automobile parts. Similar effects were apparent in the railway industry, as three train crews totalling 18 men were laid off in the St. Catharines area. While the pre-winter construction activity provided employment for truck drivers hauling building materials, this demand declined in December leaving road construction the major source of manpower requirements in this field. Elsewhere in the transportation sector, the St. Lawrence Seaway Authority extended the Welland Canal closing date from December 22 to January 7 to allow local steel producers to build up their coal supplies before the winter.

In the Niagara Peninsula **trade** sector, Christmas hirings occurred later and in smaller numbers than in previous years. Hamilton and Port Colborne appeared to show the strongest increase in sales. Retail activity in many other municipalities showed the effects of strikes and layoffs among major manufacturing employers as sales levels suffered from the

reduced incomes and employment uncertainties of local residents. Brantford, Fort Erie, St. Catharines and, to a lesser extent, Welland were particularly affected. The demand for temporary Christmas staff was further moderated by the growing tendency for large retailers to increase the hours of year-round part-time employees, rather than hiring new staff. In some stores sales personnel were actually laid off during November as employers found it difficult to maintain profit margins in the face of mediocre sales volumes on the one hand and higher labour costs resulting from the recently legislated minimum wage increase on the other. Consequently, Niagara area retailers faced a surplus of applicants for Christmas sales positions, which was aggravated by the entry into the labour force of women whose husbands were on strike or layoff. Reduced consumer spending was particularly apparent among the larger items such as appliances and furniture, as has been the case throughout much of 1970.

Little change was apparent in the **finance, insurance and real estate** sector during the two months under study. Financial institutions maintained moderate demands for tellers and clerical personnel, partly in response to replacement needs, while requirements for manager trainees remained steady. Real estate agencies' manpower demand remained relatively low during November and December due to inactivity of real estate sales. Positions for commission salesmen were available, but poor commission prospects appear to have limited the number of applicants.

Labour market activity in the **public administration** sector was dominated by hirings by the Post Office in preparation for Christmas mail volume. In Hamilton, an estimated 1,400 persons, many of them students, were expected to find temporary employment, although in other centres the numbers were smaller. The Brantford Post Office registered 304 vacancies while 40 Post Office openings were notified in Port Colborne.

In the **service** sector, health services gave indications of manpower surpluses. The Hamilton Psychiatric Hospital announced plans to reduce its staff by about 200 persons by 1972, reflecting the increasing degree to which other Hamilton hospitals are sharing its psychiatric case load. No layoffs are expected, however, since the staff reduction will be brought about through normal attrition. Similarly, Brantford area hospitals reported a growing surplus of applicants, due in part to an influx into the labour market of wives whose husbands were on layoff. In December, the first staff moved into McMaster University's new \$66 million Health Science Centre

although full occupancy is still two or three years away. Manpower demand in the personal service sector was relatively light and was composed mostly of turnover demand for cooks, waitresses and other related hotel and restaurant workers. There were instances of employers hiring primarily part-time personnel in response to the increased Provincial minimum wage which came into effect in October. The Niagara Falls tourist industry displayed seasonally reduced manpower demands, although the city's convention trade generated moderate labour requirements in this sector.

MID-WESTERN ONTARIO

Employment conditions in Mid-Western Ontario during November and December reflected the persistence of reduced levels of economic activity. The manufacturing sector continued to operate well below capacity in a number of cases, particularly in the consumer goods industries where, in some instances, the cause was lagging domestic demand while in others it was foreign competition. To these conditions were added the depressing effects of the continuation of the labour dispute at General Motors of Canada Limited. Normal seasonal declines occurred in food processing and construction while there were limited increases in employment in the retail trade, personal services and Post Office sectors to cope with the Christmas rush. There was a persistent slackness in professional, managerial and technical job markets. Vacancies were down from last year and employers have become very selective.

In **agriculture**, there was some reduction in employment levels as winter set in. However, large seasonal variations are not characteristic of agricultural employment in this region due mainly to the importance of livestock farming which tends to have a stable employment level throughout the year.

In the **manufacturing** sector a slight seasonal decline in employment occurred in the food processing industries. Following the completion of the fall harvests, the vegetable processing plant of Canadian Cannery Limited at Exeter reduced employment with only permanent shipping and maintenance staff being retained. Some confectionery manufacturers experienced slight reductions in employment in December following previously heightened production for the Christmas season. On the other hand, activity in the meat processing industry remained high.

Conditions in the rubber industries varied. Some manufacturers of automobile components continued to suffer setbacks as a result of the industrial dispute at General Motors. For example, at Stand-

ard Products Limited in Stratford a layoff affecting over 200 employees continued into December. However, now that the automotive strike is settled, normal production scheduling should resume. Standard Products has plans to open another plant in Seaforth during the next year which will produce a line of plastic trim. Elsewhere in the rubber industry, production levels were fairly buoyant with area tire manufacturers having emerged relatively unscathed from the auto dispute. In the rubber footwear segment conditions were seasonally active with power sewing machine operators continuing in demand.

The textile industry generally continues to suffer from the effects of inexpensive imports. In the region's woollen and worsted cloth mills hiring activity has been sparse and there have been cut-backs and layoffs. Even the area's knitting mills, which are very busy as a result of the boom in single and double knit fabrics, are hampered by low prices caused by inexpensive imports.

The clothing industries revealed a somewhat healthier situation with a limited number of plant expansions under way among small manufacturers. Local shirt producers were very busy with the continued high demand for men's coloured shirts and have received an added boost from the Government's decision to maintain the special surtax on imports for another year.

The transportation equipment industry, which is concentrated mainly in the Galt-Guelph-Kitchener area is one of the region's more important employers. It continued to suffer depressed conditions as a result of the labour dispute at General Motors. The disruptive effects of the strike on the demand for components resulted in a series of lengthy layoffs in many feeder plants which affected over 1,000 workers. While the long duration of the Canadian dispute resulted in a worsening in the position of some firms, nevertheless there was a slight improvement and increase in employment resulting from the resumption of orders following the settlement of the General Motors dispute in the United States in November.

Other developments in the industry included the purchase by General Spring Products Limited of Kitchener of a urethane foam company - Delany and Pettit Industries Limited of Toronto. General Spring, which produces automotive seat assemblies, made the purchase in the light of its assessment that by 1975, 50 per cent of all auto seating will be of the deep moulded foam type. A second development occurred in Stratford, where Marlette Homes Incorporated purchased the building recently vacated by Chris-Craft Corporation Limited. The firm manufactures mobile homes and it is estimated it will employ about 100 people.

Some effects of the General Motors dispute filtered down to the area's metal fabricating industries causing a few additional layoffs. Apart from this, moderately high employment levels were maintained reflecting the continued strength of the region's capital goods industries. Workers in the machine trades were in moderate demand. December saw the settlement of the 22-week old dispute between Lakeshore Die Casting Limited and 80 members of Local 553 of the United Electrical Radio and Machine Workers Union in Guelph. The resumption of work should result in some increased hirings locally since several of the members had found alternative employment. In Goderich, Lenton and Hurst (Canada) Limited has announced plans to erect a \$1 million plant to manufacture electrical steel laminators with an initial staff of 25.

Continued production in response to both domestic and export orders resulted in the machinery industry remaining one of the most active segments of the manufacturing sector. With products ranging from boilers and generators to road graders, firms such as Babcock Wilcox Limited, the Canada Machinery Corporation and the Dominion Road Machinery Corporation were very busy and continued to add to their work forces on a limited scale. The Canada Machinery Corporation, which employs 225 workers, concluded negotiations on a two-year contract with the United Steelworkers of America.

In the electrical products industry conditions continued to vary somewhat, but on the whole were moderately buoyant. While there has been some improvement in production and employment among appliance manufacturers, this still remains one of the areas of greatest weakness in the local economy. However, the position is likely to improve with the tentative settlement of the eight-month long dispute at the Franklin Manufacturing Company Limited in Galt. Five hundred members of Local 1246 of the International Association of Machinists were involved in the dispute. Elsewhere in electrical goods, output of products such as transformers and defence equipment was maintained at high levels by firms such as Canadian General Electric in Guelph and Raytheon Corporation Limited in Kitchener. There were a few exceptions to this buoyant picture but mostly they reflected normal seasonal breaks in the scheduling of production such as in the case of Marsland Engineering Limited, Waterloo, where 112 workers were laid off during November. In the home entertainment equipment segment, Electrohome Limited continues to enjoy record sales and employment with high demand for its colour television sets and other products.

Elsewhere in the manufacturing sector, employment conditions were somewhat slack. Some im-

provement was evident in export orders for household furniture but the overall position was one of depressed conditions reflecting lagging domestic demand. There are still a significant number of layoffs in effect such as in the case of Electrohome Limited's Deilcraft plant where 173 workers have been laid off since July. Production of office and institutional furniture remained high. However, there are growing signs of some weakening in employment with the layoff of 40 workers by Sunar Industries Limited of Waterloo. The wood industries have been experiencing periods of inactivity with firms such as Space Pak Limited in Goderich (prefabricated homes) and Lloyd Traux Limited of Wingham (doors) currently operating at reduced employment levels.

In the leather industries, area shoe firms have been particularly hard hit by imports. No major worsening in the position occurred during the period under review and indeed for some employers production improved slightly. However, the situation is appreciably worse than in previous years.

Prior to the normal seasonal decline in **construction** with the approach of the winter months, there was a surge of employment activity caused by the injection of funds by the Federal Government into low income housing. This offset somewhat the decrease in residential construction in recent months and resulted in hirings of a number of non-union tradesmen. There was also an added impetus to employment activity among union workers in November resulting from the resumption of activity following the settlement of an 11-week strike by plumbers and pipefitters. This had disrupted a number of commercial, industrial and institutional projects in the Galt, Guelph and Kitchener areas. However, as December progressed the onset of colder weather brought reductions in activity and employment levels began to decline.

In **transportation**, the trucking industry continued to be adversely affected by reduced levels of economic activity and by the effects of the auto dispute.

In **finance, insurance and real estate**, employment levels of banks and insurance companies continued high and stable with most hiring activity restricted to clerical occupations and reflecting replacement and turnover needs. Real estate employment remained low as a result of persistently slack housing markets.

While there was some seasonal increase in activity in **wholesale and retail trade**, the volume of employment expansion was less than in previous years. In retail trade in particular, many firms

coped with the Christmas rush merely by extending the hours of their part-time staff rather than hiring additional help.

Despite poor retail sales throughout much of the year, the development and growth of large retail outlets continued to create sporadic demand for persons in sales occupations. A new Sayvette Store in Hespeler opened in November with a total staff of 220 (full-time and part-time) while in Galt a Woolworth's Store is scheduled to be opened in February. The latter will form part of a shopping complex which will employ approximately 150 workers. The expansion of retail chain outlets reflects not only the continued development of this sector in Mid-Western Ontario but also a growing change in the fundamental structure of the industry with the result that smaller grocery and variety stores are becoming increasingly hard pressed.

In the **service** sector, employment levels remained stable in health and education with limited hirings mainly of clerical and maintenance staff. St. Raphael's Nursing Homes Limited of Toronto has purchased property in Kitchener with a view to renovating the facilities for use as a 125-bed nursing home. The home should be ready by February 1971 and when fully operational should provide employment for about 80 workers including nurses and nurse aides.

In the personal service industries, some seasonal hirings of cooks and waitresses occurred. However, the indications are that such hiring activity is down significantly from last year as a result of the current slackness in the local economy. Construction of a motor hotel is planned for Waterloo in March 1971. The project is estimated at \$1.4 million and will house 78 large units with large beverage and banquet facilities. The opening is scheduled for September 1971.

In **public administration**, the major employment was the seasonal expansion of staff by the Post Office to cope with Christmas mail. In the defence segment, the final disposition of the Canadian Forces Training Base at Clinton, which is due to close in September 1971, has not yet been resolved. To date one large building has been taken over by Ontario Hydro as a depot. Several organizations such as Conestoga College and the Department of Transport have expressed an interest in the facilities.

5 — SOUTHWESTERN ONTARIO

In the two months under review, employment activity in Southwestern Ontario showed some seasonal decreases in the primary industries with the

end of the agricultural harvest and the commercial fishing season. The industrial dispute at General Motors of Canada Limited continued to affect the manufacturing sector until its settlement in mid-December. Contract negotiations involving other major automobile producers resulted in the postponement of some hirings until agreements were reached. Construction remained relatively low during November and December with only a light demand for workers. Meanwhile, retail sales did not show as great an increase as is normal at this time of year.

The completion of the harvest eliminated seasonal employment and reduced the number of reported vacancies in **agriculture** to those for year-round farm help. Vacancies notified to Canada Manpower Centres for experienced farm hands have been readily filled from client inventories. There has been an increase in the number of inexperienced young men seeking employment in agriculture due principally to poor employment opportunities in manufacturing. Grading of the tobacco harvest is proceeding smoothly. Satisfactory prices were reported for this year's crop. The greenhouse industry during November was limited to harvesting the fall tomato crops and preparing for spring crops.

According to the Leamington Canada Manpower Centre, catches of perch continued to be good in November. The fishing season ended in mid-December.

In **manufacturing**, hiring in both primary and secondary automobile production was affected by the labour dispute with General Motors as well as contract negotiations with the other two major producers, Ford Motor Company of Canada Limited and Chrysler Canada Limited. Heavy layoffs of drivers and dispatchers for large car transport firms were reported in Windsor. Ford and Chrysler stopped hiring until their labour negotiations were settled. Ford Motor Company at Talbotville laid off approximately 40 employees. The layoffs were not concentrated in any one department. Plants which ship to General Motors Corporation in the United States returned to normal production schedules with the earlier settlement of the industrial dispute there.

Canada Manpower Centres continue to report a growing inventory of factory workers 18-20 years old with limited experience. Many of these people entered the labour market during the period of economic expansion in the 1960's when wages were rising rapidly and vacancies were numerous. Their premature entry into the labour market without the skills and experience necessary to adapt to changing economic conditions has resulted in many of these people being laid off.

Manufacturing in the London area received a boost from the announcement by GSW Limited, a London home appliance manufacturer, that two production lines will be moved to the London plant from other Ontario centres. The expansion will create jobs for 100-120 assemblers, machine operators and metal finishers. Production is expected to start in January 1971. Philips Electronics Industries Limited have started to produce light bulbs in their multi-million dollar plant, thus absorbing the production and employees of Service Lamp Company of London.

In food processing, the bulk of seasonal operations has been completed. The labour force in many plants has been reduced to a small crew for labelling and shipping. H. J. Heinz Company Limited, a Leamington area food processor, halted production during part of December as a result of a drop in sales. Libby, McNeill and Libby of Canada Limited, a Wallaceburg food processor, closed down during December to connect a new lagoon waste disposal system. Approximately 100 employees were affected in the Wallaceburg plant.

Seasonal activity in tobacco processing began during November. Production has been reported to be slightly below last year's level with employment opportunities being reduced accordingly. There was an adequate supply of qualified workers to supplement those available from last season. There is a possibility of a one- or two-week production halt by firms in the Leamington area after Christmas.

Employment in the textile industry increased in the London area. Kayser-Roth Canada (1969) Limited, London, has increased employment by about 50, mostly sewing machine operators. Two new firms have started production: Duncan Industries employs a small staff to produce cushions for mobile homes; the other new plant, Lambeth Leather Wear, produces suede and leather goods, employing a small staff of sewing machine operators.

In paper and allied industries, some sectors reported a slight seasonal upturn in activity. The packaging and wrapping sectors benefited most, while card, calendar and other manufacturers of festive articles also received seasonally higher orders. Aside from those firms involved in production for Christmas and New Year's, there was a general cutback in printing and allied paper industries.

Labour contract negotiations have had an adverse effect on the tooling industry in Windsor. These combined with general economic conditions have resulted in some layoffs in this industry.

Employment opportunities for skilled tradesmen in residential **construction** varied from one area to another in the period under review. In the London area, the number of permits issued dropped from October to November and was considerably below the number issued in the corresponding period last year. Windsor Canada Manpower Centre reported a growing inventory of registrants in the construction trades. A strong demand for bricklayers was evident in the London area.

Job opportunities in non-residential construction were primarily of a short-term or part-time nature. Vacancies registered at Canada Manpower Centres were easily filled by qualified clients on file. The effect of the seasonal slowdown was reinforced by the generally poor economic climate. Layoffs were earlier and more extensive than in recent years. London reported some light demand for structural steel workers.

The Christmas season has not had as great an effect on **retail trade** as expected. Most centres report that hirings are down from expectations due to lower consumer expenditures and new minimum wage legislation. On the supply side, layoffs affecting primary income earners have brought about an additional influx of women into the labour market.

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THE MANPOWER CONSULTATIVE SERVICE

The Manpower Consultative Service is a part of the federal Department of Manpower and Immigration and has officers in each of Canada's five regions.

It is concerned with facilitating manpower adjustments needed as a result of economic and technological change within an industry, plant or other enterprise. Through financial incentives and technical and consultative assistance, it helps labour and management to assess their needs and to develop effective adjustment programs.

Our economic well-being depends on how successfully we are able to adjust to the changing conditions of today's industry – to new technology, to new opportunities, to new methods and to new jobs.

The Government of Canada is concerned that such changes often bring about displacement and distress for workers, and that maladjustment between job needs and available skills can mean unnecessary labour-management conflict and production inefficiency or delays.

The Manpower Consultative Service is designed to assist in the development of constructive solutions to these adjustment problems by providing technical and consultative aid and financial incentives to industries undergoing a change in their production process.

In such periods of adjustment the Manpower Consultative Service seeks to ensure a smooth transition to new work circumstances for both workers and employers by encouraging early consultations between labour and management groups.

Manpower adjustment problems usually arise at the plant level and the early development of a constructive labour-management approach creates an atmosphere in which workers can prepare to meet changed work requirements or take alternative employment.

The consultative approach also benefits management by ensuring a minimum of obstruction in introducing new production processes, by having the required skills available, and by the evolution of an acceptable solution to the problem of redundant workers.

THREE-POINT PLAN

Research and experience have pointed the way to three general principles on which the Manpower Consultative Service is based.

1. **Research and Advance Planning:** Satisfactory manpower adjustments at the plant level require time enough to research the specific manpower implications of the com-

ing change, and for planning and putting into effect the necessary private and public adjustment measures.

2. **The Joint Approach:** Effective manpower adjustment can best be realized through joint consultation between labour and management which allows workers to take part through their chosen representatives in developing the adjustment plans affecting them.
3. **Co-ordination of Private and Public Adjustment Measures:** As the parties develop their adjustment plans it is important that the full range of government manpower programs be made available, and that these be co-ordinated with the private measures developed by the parties.

Working in close co-operation with labour and management to realize the objection of this plan, a Manpower Consultative Service officer may introduce facilitating federal measures in the form of financial incentives, technical assistance and manpower development programs.

Technical assistance and financial incentives are provided by the federal government to encourage labour and management to adopt the principles of Manpower Consultative Service in their approach to manpower adjustments. The financial incentives include the payment of up to 50 per cent of the overall costs of joint consultation and advance planning and research by labour and management. The parties are encouraged to retain the services of a professional to act as an independent chairman of their research and planning committee.

Under such programs Manpower Consultative Service officers act as co-ordinators for the application of the full range of public manpower adjustment measures available through Canada Manpower Centres, such as training and retraining, mobility, educational up-grading and country-wide placement service. They advise employers and unions about these programs and act as a liaison service between employers, unions and government agencies.

They can also offer research material and related experience to joint consultative committees studying specific adjustment problems. The knowledge and experience of Manpower Consultative Service officers in manpower adjustment techniques can be of great value to the parties concerned.

Manpower Consultative Service assistance is also available to employers where there is no collective

bargaining relationship. In such cases, however, employees must be kept informed of the program in progress, and its purpose, among others, must be to provide them with the best possible future employment.

The private measures which labour and management may themselves bring to bear on adjustment programs are many and varied, but may include reduction of staff by normal turnover, transfer of staff within the company, on-the-job training, solicitation of employment with associated businesses, improvement of conditions for early retirement of older workers, improvement of separation benefits, and advance counselling for employees who are destined for external placement or retraining.

To these may be added the full range of public manpower adjustment measures such as those available through Canada Manpower Centres.

The magnitude and frequency of technological and other changes in Canadian firms and industries are increasing. The job of the Manpower Consultative

Service is to help industry overcome the adjustment problems which are caused by these changes.

FOR FURTHER INFORMATION

Questions about the manpower adjustment program should be directed to:

Manpower Consultative Service
Activities Development Branch
Department of Manpower and Immigration
Ottawa 2, Canada

or a Manpower Consultative Service officer at one of the Department's regional offices located in Vancouver, Winnipeg, Toronto, Montréal and Halifax.

The Manpower Consultative Service has been a proven success. Its technical assistance and financial incentives have aided many professional managements and labour forces to adapt to technological and other industrial changes. A Manpower Consultative Service officer can supply advice and assistance in all areas of manpower adjustment.

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**REGISTRATIONS OF UNEMPLOYED CLIENTS SEEKING EMPLOYMENT,
BY CANADA MANPOWER CENTRES IN ONTARIO**

October 31, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment</i>
Arnprior	541	Niagara Falls	1,642
Barrie	3,263	North Bay	2,133
Belleville	1,974	Oakville	2,119
Bracebridge	792	Orillia	1,422
Brampton	1,523	Oshawa	3,573
Brantford	3,199	Ottawa	8,067
Brockville	426	Owen Sound	1,456
Carleton Place	319	Parry Sound	232
Chatham & Wallaceburg	2,870	Pembroke	1,490
Cobourg	1,280	Perth	385
Collingwood	805	Peterborough	3,373
Cornwall	3,230	Picton	288
Elliot Lake	607	Port Colborne	545
Fort Erie	838	Prescott	715
Fort Frances	506	Renfrew	585
Galt	1,790	St. Catharines	5,753
Gananoque	254	St. Thomas	734
Goderich	370	Sarnia	3,297
Guelph	1,704	Sault Ste. Marie	2,041
Hamilton	18,590	Simcoe	941
Hawkesbury	687	Smiths Falls	343
Kapuskasing	1,240	Stratford	705
Kenora	901	Sturgeon Falls	586
Kingston	3,321	Sudbury	2,585
Kirkland Lake	761	Thunder Bay	4,285
Kitchener	3,496	Tillsonburg	595
Leamington	599	Timmins	2,179
Lindsay	1,120	Toronto Metro	91,314
Listowel	364	Trenton	991
London	8,965	Walkerton	697
Midland	1,155	Welland	2,363
Napanee	738	Windsor	4,993
New Liskeard	712	Woodstock	1,045
Newmarket	2,096		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies*, October, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

**REGISTRATIONS OF UNEMPLOYED CLIENTS SEEKING EMPLOYMENT,
BY CANADA MANPOWER CENTRES IN ONTARIO**

November 30, 1970

<i>CMC Area</i>	<i>Clients without employment seeking employment</i>	<i>CMC Area</i>	<i>Clients without employment seeking employment</i>
Arnprior	602	Niagara Falls	2,209
Barrie	3,585	North Bay	2,329
Belleville	1,982	Oakville	2,143
Bracebridge	1,179	Orillia	1,633
Brampton	1,685	Oshawa	3,558
Brantford	3,252	Ottawa	8,328
Brockville	453	Owen Sound	1,426
Carleton Place	439	Parry Sound	401
Chatham & Wallaceburg	3,155	Pembroke	1,579
Coburg	1,276	Perth	467
Collingwood	977	Peterborough	3,600
Cornwall	3,145	Picton	422
Elliot Lake	722	Port Colborne	713
Fort Erie	1,072	Prescott	595
Fort Frances	800	Renfrew	753
Galt	2,001	St. Catharines	6,505
Gananoque	381	St. Thomas	584
Goderich	522	Sarnia	3,188
Guelph	1,897	Sault Ste. Marie	2,490
Hamilton	20,075	Simcoe	1,190
Hawkesbury	826	Smiths Falls	448
Kapuskasing	1,147	Stratford	941
Kenora	1,084	Sturgeon Falls	742
Kingston	3,398	Sudbury	2,670
Kirkland Lake	813	Thunder Bay	5,061
Kitchener	3,907	Tillsonburg	622
Leamington	902	Timmins	2,266
Lindsay	1,089	Toronto Metro	90,175
Listowel	418	Trenton	1,097
London	10,761	Walkerton	694
Midland	1,235	Welland	2,718
Napanee	890	Windsor	5,212
New Liskeard	822	Woodstock	1,090
Newmarket	1,641		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, November 30, 1970.

Note: As of April, 1970, full-time and part-time registrations are combined.

**CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
TORONTO AND CENTRAL ONTARIO		
Toronto Metro	P.O. Box 420, Station Q, Toronto 7	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, Willowdale	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, Weston	(416) 247-8261
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Collingwood	72 Hurontario Street	(705) 445-1010
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Oakville	130 George Street	(416) 845-3891
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Walkerton	12 Jackson Street East	(519) 881-2010
NORTHERN ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Thunder Bay (FW)	130 S. Syndicate Ave., Station 'F'	(807) 623-2731
Thunder Bay (PA)	244 Lincoln Street, Station 'P'	(807) 344-6601
Timmins	12 Elm Street North	(705) 264-4366
EASTERN ONTARIO		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cobourg	281 McGill Street	(416) 372-3326
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759

**CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
EASTERN ONTARIO (cont'd)		
Kingston	395 Princess Street	(613) 546-3641
Lindsay	34 Cambridge Street South	(705) 324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613) 354-3367
Ottawa	385 Slater Street	(613) 235-1851
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Peterborough	130 Hunter Street West	(705) 745-0551
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NIAGARA—HAMILTON—MID-WESTERN ONTARIO		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Goderich	35 East Street	(519) 524-8342
Guelph	70 Fountain Street East	(519) 822-3150
Hamilton	135 James Street South	(416) 525-1951
Kitchener	29 Duke Street East	(519) 579-1550
Listowel	125 Argyle Avenue North	(519) 291-2920
Niagara Falls	5853 Peer Street	(416) 356-1551
Port Colborne	Federal Bldg., Elm & Charlotte Street	(416) 834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416) 685-5436
Stratford	100 Albert Street	(519) 271-4120
Welland	38 King Street	(416) 735-3951
SOUTHWESTERN ONTARIO		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Leamington	74 Talbot Street West	(519) 326-6141
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
<hr/>		
MANPOWER CONSULTATIVE SERVICE P.O. Box 23, Toronto Dominion Centre, Toronto 111		(416) 369-3761
ONTARIO REGIONAL OFFICE P.O. Box 23, Toronto Dominion Centre, Toronto 111		(416) 369-3755
		(416) 369-3745

**CANADA IMMIGRATION CENTRES, BY DISTRICT
— ONTARIO REGION —**

<i>Centre</i>	<i>Address</i>	<i>Telephone No.</i>
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 208 A – Post Office Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212 (416)676-2830
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	P.O. Box 667	(807)274-3815
Thunder Bay	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Rainy River	P.O. Box 249	(807)852-3252
Sudbury	Room 349, Federal Building, P.O. Box 663, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104
Ottawa District Office	187 Bay Street, Ottawa 4	(613)992-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Lansdowne	Thousand Islands Bridge	(613)659-2313
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)525-1951
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 75 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	4500 Queen Street	(416)354-2741
London District Office	Federal Building, 457 Richmond Street	(519)679-4113
Sarnia	P.O. Box 184, Federal Building	(519)337-5419
Windsor	P.O. Box 219, 441 University Avenue West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662

CENTRES D'IMMIGRATION DU CANADA PAR DISTRICT
RÉGION DE L'ONTARIO

<i>Centre</i>	<i>Adresse</i>	<i>Numéro de téléphone</i>
Bureau du district de Toronto	480 University Avenue, Toronto 2	(416) 369-3581
Orillia	21/25 Peter Street North	(705) 326-9421
Oshawa	Room 208A, Post Office Building,	(416) 725-8311
Aéroport international de Toronto	47 Simcoe Street South	(416) 677-4212
	P.O. Box 6004, Toronto International Airport, AMF	(416) 676-2830
Bureau du district de Sault	P.O. Box 56, New Dominion Building	(705) 254-1475
St-Marie	P.O. Box 667	(807) 274-3815
Fort Frances	Room 212, Federal Building,	
Thunder Bay	130 South Syndicate Avenue	(807) 622-0669
Rainy River	P.O. Box 249	(807) 852-3252
Sudbury	Room 349, Federal Building,	
	P.O. Box 663, 19 Lisgar Street South	(705) 673-2214
Timmins	120 Cedar Street South	(705) 264-3104
Bureau du district d'Ottawa	187 Bay Street, Ottawa 4	(613) 992-5377
Belleville	P.O. Box 253, 3 Station Street	(613) 968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613) 932-2201
Kingston	P.O. Box 726, New Federal Building	(613) 548-8513
Lansdowne	Thousand Islands Bridge	(613) 659-2313
Prescott	P.O. Box 370, Federal Building	(613) 925-2595
Bureau du district de Hamilton	P.O. Box 338, 150 Main Street West	(416) 525-1951
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416) 871-6960
Guelph	Federal Building, 75 Farquhar Street	(519) 822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519) 744-4161
Niagara Falls	4500 Queen Street	(416) 354-2741
Bureau du district de London	120 Queens Avenue	(519) 679-4113
Sarnia	P.O. Box 184, Federal Building	(519) 337-5419
Windsor	P.O. Box 219, 441 University Avenue West	(519) 254-1101
Woodstock	P.O. Box 294, Federal Building	(519) 537-5662

CENTRES DE MAIN-D'OEUVRE DU CANADA PAR DISTRICT
RÉGION DE L'ONTARIONuméro
de téléphone

Adresse

Centre

EST DE L'ONTARIO (suite)

Kingston	395 Princess Street	(613) 546-3641
Lindsay	34 Cambridge Street South	(705) 324-3562
Napanee	Room 207, New Federal Building, Centre Street	(613) 354-3367
Ottawa	385 Slater Street	(613) 235-1851
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Peterborough	130 Hunter Street West	(705) 745-0551
Pictou	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558

NIAGARA-HAMILTON-CENTRE-OUEST DE L'ONTARIO

Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Goderich	35 East Street	(519) 524-8342
Guelph	70 Fountain Street East	(519) 822-3150
Hamilton	135 James Street South	(416) 525-1951
Kitchener	29 Duke Street East	(519) 579-1550
Listowel	125 Argyle Avenue North	(519) 291-2920
Niagara Falls	5853 Peer Street	(416) 356-1551
Port Colborne	Federal Bldg., Elm & Charlotte Street	(416) 834-3629
St. Catharines	195 King Street (P.O. Box 1090)	(416) 685-5436
Stratford	100 Albert Street	(519) 271-4120
Welland	38 King Street	(416) 735-3951

SUD-OUEST DE L'ONTARIO

Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Leamington	74 Talbot Street West	(519) 326-6141
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385

SERVICE CONSULTATIF
DE LA MAIN-D'OEUVRE
BUREAU RÉGIONAL
DE L'ONTARIO

C.P. 23, Toronto Dominion Centre, Toronto 111

C.P. 23, Toronto Dominion Centre, Toronto 111

(416) 369-3761
(416) 369-3755
(416) 369-3745

CENTRES DE MAIN-D'OEUVRE DU CANADA PAR DISTRICT RÉGION DE L'ONTARIO

Centre	Adresse	Numéro de téléphone
TORONTO ET CENTRE DE L'ONTARIO		
Toronto métropolitain	P.O. Box 420, Station Q, Toronto 7	(416) 363-5931
Commerce et professions	P.O. Box 4, Toronto Dominion Centre, Toronto 111	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrie et métiers	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, Willowdale	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, Scarborough	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, Weston	(416) 247-8261
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Collingwood	72 Hurontario Street	(705) 445-1010
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Oakville	130 George Street	(416) 845-3891
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Walkerton	12 Jackson Street East	(519) 881-2010
NORD DE L'ONTARIO		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitehead Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Sault Ste-marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Thunder Bay (FW)	130 S. Syndicate Ave., Station 'F'	(807) 623-2731
Thunder Bay (PA)	244 Lincoln Street, Station 'P'	(807) 344-6601
Timmins	12 Elm Street North	(705) 264-4366
EST DE L'ONTARIO		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cobourg	281 McGill Street	(416) 372-3326
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759

CHÔMEURS ENREGISTRÉS À LA RECHERCHE D'UN EMPLOI
CENTRES DE MAIN-D'OEUVRE DU CANADA EN ONTARIO

Le 30 novembre 1970

Région des CMC		Chômeurs enregistrés à la recherche d'un emploi	Région des CMC		Chômeurs enregistrés à la recherche d'un emploi
Arnprior	602	Niagara Falls	2,209	Woodstock	1,090
Barrie	3,585	North Bay	2,329	Windsor	5,212
Belleville	1,982	Oakville	2,143	Welland	2,718
Bracebridge	1,179	Orillia	1,633	Walkerton	694
Brampton	1,685	Oshawa	3,558	Trenton	1,097
Brantford	3,252	Ottawa	8,328	Toronto Metro	90,175
Brockville	453	Owen Sound	1,426	Timmins	2,266
Carleton Place	439	Parry Sound	401	Tillsonburg	622
Chatham & Wallaceburg	3,155	Pembroke	1,579	Thunder Bay	5,061
Cobourg	1,276	Perth	467	Sudbury	2,670
Collingwood	977	Peterborough	3,600	Sturgeon Falls	742
Cornwall	3,145	Pictou	422	Stratford	941
Elliot Lake	722	Port Colborne	713	Smiths Falls	448
Fort Erie	1,072	Prescott	595	Simcoe	1,190
Fort Frances	800	Renfrew	753	Sault Ste. Marie	2,490
Galt	2,001	St. Catharines	6,505	Sarnia	3,188
Gananoque	381	St. Thomas	584	St. Thomas	584
Goderich	522				
Guelph	1,897				
Hamilton	20,075				
Hawkesbury	826				
Kapuskasing	1,147				
Kenora	1,084				
Kingston	3,398				
Kirkland Lake	813				
Kitchener	3,907				
Leamington	902				
Lindsay	1,089				
Listowel	418				
London	10,761				
Midland	1,235				
Napanee	890				
New Liskeard	822				
Newmarket	1,641				

Source: Ministère de la Main-d'oeuvre et de l'Immigration, *Report of Registered Clients and Vacancies, Male and Female*, novembre 1970.

N.B. À partir d'avril 1970, les demandes d'emplois à temps partiel et à temps complet enregistrées sont combinées.

CHÔMEURS ENREGISTRÉS À LA RECHERCHE D'UN EMPLOI
CENTRES DE MAIN-D'OEUVRE DU CANADA EN ONTARIO

Le 31 octobre 1970

Région des CMC	Chômeurs enregistrés à la recherche d'un emploi	Région des CMC	Chômeurs enregistrés à la recherche d'un emploi	Région des CMC	Chômeurs enregistrés à la recherche d'un emploi
Arnprior	541	Niagara Falls	1,642	Woodstock	1,045
Barrie	3,263	North Bay	2,133	Windsor	4,993
Belleville	1,974	Oakville	2,119	Welland	2,363
Bracebridge	792	Orillia	1,422	Walkerton	697
Brampton	1,523	Oshawa	3,573	Trenton	991
Brantford	3,199	Ottawa	8,067	Toronto Metro	91,314
Brockville	426	Owen Sound	1,456	Timmins	2,179
Carleton Place	319	Parry Sound	232	Tillsonburg	595
Chatham & Wallaceburg	2,870	Pembroke	1,490	Thunder Bay	4,285
Cobourg	1,280	Perth	385	Sudbury	2,585
Collingwood	805	Peterborough	3,373	Sturgeon Falls	586
Cornwall	3,230	Pictou	288	Stratford	705
Elliot Lake	607	Port Colborne	545	Smiths Falls	343
Fort Erie	838	Prescott	715	Simcoe	941
Fort Frances	506	Renfrew	585	Sault Ste. Marie	2,041
Galt	1,790	St. Catharines	5,753	Sarnia	3,297
Gananoque	254	St. Thomas	734	Sarnia	3,297
Goderich	370	Sarnia	734	Sault Ste. Marie	2,041
Guelph	1,704	Sault Ste. Marie	2,041	Simcoe	941
Hamilton	18,590	Simcoe	941	Smiths Falls	343
Hawkesbury	687	Smiths Falls	343	Stratford	705
Kapuskasing	1,240	Stratford	705	Sturgeon Falls	586
Kenora	901	Sturgeon Falls	586	Sudbury	2,585
Kingston	3,321	Sudbury	2,585	Thunder Bay	4,285
Kirkland Lake	761	Thunder Bay	4,285	Tillsonburg	595
Kitchener	3,496	Tillsonburg	595	Timmins	2,179
Leamington	599	Timmins	2,179	Toronto Metro	91,314
Lindsay	1,120	Toronto Metro	91,314	Trenton	991
Listowel	364	Trenton	991	Walkerton	697
London	8,965	Walkerton	697	Welland	2,363
Midland	1,155	Welland	2,363	Windsor	4,993
Napanee	738	Windsor	4,993	Woodstock	1,045
New Liskeard	712	Woodstock	1,045		
Newmarket	2,096				

Source: Ministère de la Main-d'oeuvre et de l'Immigration, *Report of Registered Clients and Vacancies, Male and Female*, octobre 1970.

N.B. A partir d'avril 1970, les demandes d'emplois à temps partiel et à temps complet enregistrées sont combinées.

formation professionnelle et le recyclage, la mobilité, le rattrapage scolaire ainsi qu'un service de placement à l'échelle nationale. Ils conseillent employeurs et syndicats sur l'utilisation de ces programmes et servent de lien entre les employeurs, les syndicats et les agences gouvernementales.

Ils peuvent aussi offrir aux comités consultatifs, aux prises avec des problèmes particuliers d'adaptation professionnelle, leur expérience en la matière ainsi que de la documentation. Les connaissances, de même que l'expérience des agents du Service consultatif de la main-œuvre dans le domaine des techniques d'adaptation professionnelle de la main-d'œuvre, peuvent être des plus précieuses pour les parties.

Le Service consultatif de la main-d'œuvre est aussi à la disposition des employeurs qui n'ont pas de convention collective de travail avec leur personnel. Dans ce cas toutefois, le personnel doit être tenu au courant de la marche du programme et du but visé: la préparation de chacun en fonction du meilleur emploi.

Les mesures privées de réadaptation professionnelle que l'employeur et le syndicat peuvent ensemble mettre au point sont nombreuses et variées; elles peuvent comprendre la réduction du personnel par la voie normale du roulement, le transfert de personnel au sein de l'entreprise, la formation directement à l'usine, la sollicitation d'emplois auprès des entreprises associées, l'amélioration des conditions de mise à la retraite par anticipation pour les travailleurs âgés, l'amélioration des indemnités de départ et l'orientation professionnelle aux

* * *

travailleurs destinés à se placer ailleurs ou à se recycler.

En sus, les centres de Main-d'œuvre du Canada offrent l'éventail complet des mesures publiques d'adaptation des travailleurs. Les changements technologiques et autres dans les entreprises et industries canadiennes croissent en importance et en fréquence. Le rôle du Service consultatif de la main-d'œuvre est de venir en aide à l'industrie pour surmonter les problèmes d'adaptation créés par ces changements.

RENSEIGNEMENTS SUPPLÉMENTAIRES:

Pour de plus amples renseignements au sujet du programme d'adaptation de la main-d'œuvre, s'adresser au:

Service consultatif de la main-d'œuvre
Direction du développement des activités
Ministère de la Main-d'œuvre et de l'Immigration
Ottawa 2^e (Ontario)
Canada

ou à l'un des agents du service, aux divers bureaux régionaux du ministère situés à Vancouver, Winnipeg, Toronto, Montréal et Halifax.

Le Service consultatif de la main-d'œuvre a prouvé sa valeur. L'aide technique et financière qu'il a fournie a aidé nombre d'employeurs et de travailleurs à s'adapter aux changements technologiques et autres. Un agent du Service consultatif de la main-d'œuvre peut fournir aide et conseils sur tous les aspects de l'adaptation professionnelle des travail-

PROGRAMME EN TROIS POINTS

La recherche et l'expérience ont conduit à la définition de trois principes généraux qui sont le fondement du Service consultatif de la main-d'oeuvre.

1. **Recherche et planification:** Pour assurer une adaptation satisfaisante de la main-d'oeuvre au niveau de l'usine, un délai suffisant est requis et ce, afin de permettre l'étude approfondie des implications que les changements annoncés entraîneront pour la main-d'oeuvre, ainsi que pour planifier et mettre en oeuvre les mesures d'adaptation publiques et privées nécessaires.

2. **Consultation réciproque:** La meilleure façon d'assurer efficacement l'adaptation, c'est par la consultation patronale-ouvrière qui permet aux travailleurs, par l'entremise de leurs représentants, de participer à l'élaboration des mesures d'adaptation conçues pour eux.

3. **Coordination des mesures publiques et privées:** A mesure que les parties procèdent à la mise au point de leur propre plan, il importe que tous les programmes de main-d'oeuvre de l'Etat soient mobilisés et coordonnés avec ceux que les parties ont convenus entre elles.

Travaillant en étroite collaboration avec les employeurs et les travailleurs en vue d'atteindre l'objectif de ce programme, l'agent du Service consultatif de la main-d'oeuvre peut apporter l'aide précieuse du gouvernement fédéral sous forme de primes d'encouragement, d'aide technique, ou de programmes de perfectionnement de la main-d'oeuvre. Le gouvernement fédéral accorde son aide technique et financière afin d'encourager employeurs et travailleurs à adhérer aux principes sur lesquels se fonde le Service consultatif de la main-d'oeuvre pour faire face aux problèmes d'adaptation. Les primes d'encouragement comportent le paiement d'une contribution allant jusqu'à 50% du coût total de la consultation, de la planification et de la recherche faites conjointement par les travailleurs et par les employeurs. On encourage les parties à retenir les services d'un spécialiste pour agir comme président impartial du comité de recherche et de planification. Dans la cadre de ces programmes, les agents du Service consultatif de la main-d'oeuvre coordonnent l'application et la réadaptation offertes par les centres de Main-d'oeuvre du Canada, comme la

Le Service consultatif de la main-d'oeuvre fait partie du ministère fédéral de la Main-d'oeuvre et de l'Immigration; il a des agents dans chacune des cinq régions du Canada.

Ce Service a pour mission de faciliter l'adaptation professionnelle de la main-d'oeuvre nécessaire par suite du changement technologique et économique dans une industrie, une usine ou une entreprise. Au moyen de primes d'encouragement et des services techniques et consultatifs, il vient aider travailleurs et employeurs à évaluer leurs besoins et à organiser des programmes efficaces d'adaptation professionnelle.

Notre bien-être économique dépend de notre adaptation aux conditions changeantes de l'industrie d'aujourd'hui — à la technologie, aux occasions et aux méthodes nouvelles, aux emplois nouveaux. C'est un problème qui préoccupe le gouvernement du Canada parce que ces changements imposent souvent aux travailleurs des déplacements et de l'angoisse. Et quand le déséquilibre s'installe entre les exigences de la tâche et les qualifications disponibles pour bien remplir l'emploi, il y a risque de conflits stériles entre travailleurs et employeurs, risque de mauvaise production ou de retard.

Le Service consultatif de la main-d'oeuvre a été conçu pour aider dans la recherche de solutions constructives à ces problèmes d'adaptation en offrant une aide technique et consultative ainsi que des primes d'encouragement aux industries dont le mode de production se transforme.

Lors de ces transformations, le Service consultatif de la main-d'oeuvre s'efforce de préparer employeurs et travailleurs afin que la transition se fasse sans heurt entre l'ancien et le nouveau régime de travail en favorisant le plus tôt possible les consultations entre l'employeur et le syndicat.

Les problèmes d'adaptation de la main-d'oeuvre surgissent habituellement à l'usine même et si, dès le départ, employeurs et travailleurs abordent ces problèmes dans un esprit constructif, il se crée une atmosphère qui permet aux travailleurs de se préparer à répondre à de nouvelles exigences du travail ou à accepter un autre emploi.

La consultation favorise les employeurs aussi, car elle minimise la résistance à l'introduction de nouvelles méthodes de production, assure la disponibilité d'une main-d'oeuvre compétente et permet la recherche d'une solution acceptable au problème des surplus de travailleurs.

Noël et de nouvel an, l'industrie de l'imprimerie et les industries connexes du papier ont souffert un recul général.

Les négociations de conventions syndicales ont eu des répercussions défavorables sur l'industrie des outils à Windsor; ces conditions, s'ajoutant à la situation générale de l'économie, ont provoqué quelques mises à pied.

Les possibilités d'emploi pour les travailleurs qualifiés dans la **construction résidentielle** ont varié d'une région à l'autre dans la période étudiée. Dans la région de London, le nombre de permis de construction émis a diminué entre octobre et novembre et il était considérablement inférieur aux chiffres de la période correspondante l'an dernier. De plus en plus d'ouvriers spécialisés de la construction étaient enregistrés dans le centre de Main-d'oeuvre du Canada de Windsor. Une forte demande de brique-teurs s'est produite dans la région de London.

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Les possibilités d'emploi dans la **construction non résidentielle** étaient essentiellement à court terme ou à temps partiel. Les postes vacants enregistrés dans les centres de Main-d'oeuvre du Canada ont été facilement comblés par les candidats qualifiés enregistrés. Les conséquences du ralentissement saisonnier ont été renforcées par le climat économique généralement défavorable. Les mises à pied ont été plus précoces et plus nombreuses que les années précédentes. London a indiqué une faible demande d'ouvriers de construction métallique.

La saison de Noël n'a pas eu les répercussions attendues sur le **commerce au détail**. La plupart des centres indiquent que l'embauche est inférieure aux prévisions à cause d'une diminution des dépenses des consommateurs et de la nouvelle législation imposant un salaire minimum. Pour ce qui est de l'offre, les mises à pied touchant les chefs de famille ont amené un plus grand nombre de femmes dans le marché du travail.

GSW Limited, fabricant d'appareils électroménagers de London, a annoncé le transfert à London de deux chaînes de production situées dans d'autres centres de l'Ontario, ce qui a redonné l'élan à la fabrication dans la région de London. L'expansion fournira du travail à 100 à 120 ouvriers de montage, machinistes et finisseurs en métal. Il est prévu que la production commencera en janvier 1971. Philips Electronics Industries Limited a commencé à produire des ampoules électriques dans son usine de plusieurs millions de dollars, absorbant ainsi la production et les employés de la Service Lamp Company de London.

Dans le secteur des denrées alimentaires, l'essentiel des travaux saisonniers est achevé. La main-d'oeuvre dans beaucoup d'usines est réduite à une petite équipe qui s'occupe de l'étiquetage et de la livraison. H. J. Heinz Company Limited, entre-prise de denrées alimentaires de la région de Leamington, a arrêté la production pendant une partie de décembre par suite d'une diminution des ventes. Libby, McNeill and Libby of Canada Limited, entre-prise de denrées alimentaires de Wallacetonburg, a fermé ses portes pendant le mois de décembre pour se rattacher à un nouveau système d'élimination des déchets dans un lagon. Environ 100 employés ont été touchés dans l'usine de Wallacetonburg.

L'activité saisonnière dans le traitement du tabac a commencé en novembre. La production était légèrement inférieure à celle de l'an dernier et par conséquent, les possibilités d'emploi ont été réduites en proportion. Il y avait suffisamment de travailleurs qualifiés pour compléter l'offre disponible depuis la saison dernière. Il est possible que certaines entreprises dans la région de Leamington arrêtent la production pendant une ou deux semaines après Noël. L'emploi dans l'industrie textile a augmenté dans la région de London. Kayser-Roth Canada (1969) Limited, London, a augmenté son personnel d'environ 50 employés, essentiellement des opérateurs de machine à coudre. Deux nouvelles entreprises ont commencé leur production: Duncan Industries emploie un personnel réduit pour produire des coussins pour logements transportables; l'autre nouvelle usine, Lambeth Leather Wear, produit des articles de cuir et de daim et compte un personnel limité d'opérateurs de machine à coudre.

Dans l'industrie du papier et les industries connexes, certains secteurs ont indiqué une légère reprise d'activité saisonnière. Les secteurs de l'emballage et de l'empaquetage ont été les plus favorablement touchés et les fabricants de cartes, de calendriers et d'autres articles de fêtes ont bénéficié également d'une augmentation saisonnière des commandes. A part ces entreprises s'occupant de la production de

à plus tard dans certains cas jusqu'à la conclusion des accords. La construction est restée relativement lente en novembre et en décembre et la demande de travailleurs est restée faible. Entre temps, les ventes au détail ont accusé une augmentation inférieure à la normale à cette époque de l'année.

La fin des récoltes a mis fin à l'emploi saisonnier et les seuls emplois disponibles dans l'agriculture demandaient des valets de ferme permanents. La demande de valets de ferme expérimentés enregistrés aux centres de Main-d'oeuvre du Canada a été rapidement comblée par des candidats déjà enregistrés. Le nombre de jeunes gens sans expérience cherchant du travail dans l'agriculture a augmenté surtout en raison du manque de possibilités d'emploi dans la fabrication. Le triage de la récolte du tabac se fait sans à-coups. Les prix sont satisfaisants pour la récolte de cette année. Dans l'industrie des primeurs, l'activité s'est limitée en novembre à la récolte des tomates d'automne et à la préparation des récoltes de printemps.

D'après le centre de Main-d'oeuvre du Canada de Leamington, la pêche de perches a continué d'être abondante en novembre. La saison de pêche s'est terminée à la mi-décembre.

Dans la fabrication, l'embauche pour la production primaire et secondaire d'automobiles a été touchée par le conflit du travail à la General Motors ainsi que par les négociations de conventions avec les deux autres principaux fabricants, Ford Company of Canada Limited et Chrysler Canada Limited. Un grand nombre de chauffeurs et de réparateurs employés par des grandes entreprises de transport d'automobiles ont été mis à pied à Windsor. Ford et Chrysler ont arrêté l'embauche jusqu'à la conclusion de leurs négociations avec les ouvriers. Ford Motor Company à Talbotville a mis à pied environ 40 ouvriers employés dans divers services. Les fournisseurs de la General Motors Corporation aux Etats-Unis ont repris leur production normale depuis le règlement du conflit du travail survenu plus tôt aux Etats-Unis.

Les centres de Main-d'oeuvre du Canada disent de nombres croissants d'ouvriers d'usine âgés de 18 à 20 ans ayant une expérience limitée. Beaucoup sont entrés dans le marché du travail pendant la période d'expansion économique des années 60, quand les salaires augmentaient rapidement et les possibilités d'emploi étaient nombreuses. Du fait qu'ils sont entrés prématurément dans le marché du travail, sans la qualification et l'expérience nécessaires pour s'adapter à l'évolution des conditions économiques, beaucoup de ces ouvriers ont été mis à pied.

considérablement aggravée par rapport aux années précédentes.

Antérieurement au déclin normal pour la saison de l'activité dans la **construction** dû à la proximité des mois d'hiver, l'apport du gouvernement fédéral pour les logements destinés aux économiquement faibles a créé un regain de l'emploi. Cela compte légèrement la réduction de la construction de logements domiciliaires des derniers mois, et a entraîné l'embauchage d'un certain nombre d'ouvriers spécialisés non syndiqués. Le niveau d'emploi a aussi reçu une impulsion supplémentaire en ce qui concerne les ouvriers syndiqués en novembre par suite de la reprise de l'activité après le règlement d'une grève de 11 semaines des plombiers et des tuyautiers. Il s'en est suivi une désorganisation d'un certain nombre de projets commerciaux, industriels et institutionnels dans les régions de Galt, Guelph et Kitchener. Toutefois, à mesure que les jours de décembre passent et que l'on se rapproche de temps plus froids, l'activité commence à diminuer et les niveaux d'emploi à décliner.

Dans l'industrie des **transports**, on constate une situation défavorable par suite de l'activité économique réduite et des effets du conflit dans le secteur de l'automobile.

Dans le secteur des **finances**, de l'**assurance** et de l'**immobilier**, la situation quant à l'emploi dans les banques et dans les compagnies d'assurance continue à être favorable et stable, l'embauchage affecte surtout les emplois de bureau et a trait aux remplacements et au roulement du personnel. Le nombre d'emplois dans l'immobilier est resté bas dans ce secteur du fait de la faiblesse du marché.

Bien que l'on ait pu constater certains accroissements de l'activité dans le **commerce de détail** et de **gros**, l'essor de l'emploi a été inférieur à celui des années précédentes. Dans le commerce de détail en particulier, bien des entreprises ont résolu les problèmes de la période des fêtes en faisant faire plus d'heures supplémentaires à leur personnel à temps partiel au lieu d'embaucher de nouveaux employés. Malgré les ventes médiocres réalisées par le commerce du détail pendant la majeure partie de l'année, le développement et l'accroissement des grands magasins de détail a continué à créer une demande occasionnelle de vendeurs. Un nouveau magasin Sayvette a ouvert ses portes à Hespeler en novembre et compte un total de 220 employés (à plein temps et à mi-temps) et un magasin Woolworth doit s'ouvrir à Galt en février. Ce dernier fera partie d'un centre commercial qui emploiera environ 150 personnes. Le développement des chaînes de magasins.

5 — SUD-OUEST DE L'ONTARIO

Dans le secteur **public**, la plus forte embauche a résulté de l'expansion saisonnière des services postaux chargés de distribuer le courrier de Noël. Pour le secteur de la défense, l'aliénation du centre d'ins-truction des Forces armées canadiennes à Clinton, qui est prévue pour septembre 1971, n'est pas encore terminée. Jusqu'à présent, un important immeuble est passé entre les mains de l'Hydro Ontario qui servira comme dépôt. Certains organismes tels que la Conestoga Collège et le ministère des Transports se sont intéressés à ces locaux.

Au cours des deux mois étudiés, l'emploi dans le sud-ouest de l'Ontario a accusé une diminution saisonnière dans le secteur primaire de l'industrie étant donné la fin des récoltes agricoles et de la saison de pêche industrielle. Le conflit du travail à la General Motors of Canada Limited a continué d'influencer le secteur de la fabrication jusqu'à son règlement à la mi-décembre. Par suite des négociations de conventions impliquant d'autres gros producteurs d'automobiles, l'embauche a été remise en question.

Dans le secteur des **services**, les niveaux d'emploi sont restés stables dans le domaine de la santé et de l'enseignement où l'embauchage a concerné essentiellement les employés de bureau et les personnes chargées de l'entretien. St. Raphael's Nursing Homes Limited de Toronto a acheté un immeuble à Kitchener dans le but de rénover les locaux existants pour en faire une maison de repos de 125 lits. Cet établissement devrait être terminé d'ici février 1971 et quand il connaîtra son activité normale, il devrait permettre l'emploi d'environ 80 personnes, y compris les infirmières et les aide-infirmières.

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qui compte 225 ouvriers a signé un contrat de deux ans avec les Métallurgistes Unis d'Amérique.

L'activité de l'industrie des appareils électriques a continué à varier légèrement mais dans l'ensemble elle a été modérément soutenue. Bien que l'on ait pu constater une certaine amélioration dans la production et dans l'embauche parmi les fabricants d'appareils électriques, ce domaine reste parmi les plus faibles de l'économie locale. Toutefois, la situation s'améliorera probablement grâce au règlement provisoire du conflit qui dure depuis huit mois à la Franklin Manufacturing Company Limited de Galt. Cinq cents membres de la section locale 1246 de l'Association Internationale des Machinistes étaient impliqués dans le conflit. Ailleurs dans le domaine des appareils et fournitures électriques, la production d'appareils comme les transformateurs et de matériel de défense s'est maintenue à un niveau élevé par des entreprises comme Canadian General Electric à Guelph et Raytheon Corporation Limited à Kitchener. On a compté quelques exceptions à ce tableau dynamique mais pour la plupart elles reflétaient la baisse saisonnière normale de la production dans le cas de Marsland Engineering Limited de Waterloo où 112 ouvriers ont été licenciés au cours du mois de novembre. En ce qui concerne le domaine des appareils de divertissement, Electro-home Limited continue à enregistrer des records de ventes et d'emploi grâce à la forte demande pour ses téléviseurs en couleur et ses autres produits.

Dans le reste du secteur de fabrication, on remarque un certain ralentissement de l'emploi. Des améliorations se sont manifestées dans les commandes d'exportation de mobilier de ménage et dans l'ensemble, les conditions étaient assez défavorables, reflétant une faible demande nationale. Il y a encore un nombre important de licenciements, comme à l'usine Delcraft de Electrohome Limited où 173 ouvriers ont été licenciés depuis juillet. La production de meubles de bureau et d'institutions est restée élevée. Toutefois, on remarque un nombre croissant de signes indiquant une faiblesse de la situation de l'emploi, dont le licenciement de 40 ouvriers par Sunar Industries Limited de Waterloo. Les industries du bois ont connu des périodes d'inactivité et certaines entreprises comme Space Pak Limited de Goderich (logements préfabriqués) et Lloyd Traux Limited de Wingham (portes) fonctionnent actuellement avec un personnel réduit.

Dans les industries du cuir, les fabricants de chaussures de la région ont été très durement affectés par les importations. L'industrie s'est maintenue à un même niveau pendant la période considérée et même la production de certains employeurs s'est améliorée légèrement. Toutefois, la situation s'est

été défavorable par suite des conflits ouvriers de General Motors. Les effets néfastes de la grève sur la demande de pièces détachées ont entraîné une série de licenciements prolongés chez plusieurs fournisseurs, affectant plus de 1,000 ouvriers. Alors que la prolongation du conflit au Canada a incité certaines entreprises à durcir leur position, néanmoins on a constaté une légère amélioration et une augmentation de l'embauche par suite de la reprise des commandes consécutives au règlement du conflit de General Motors en novembre aux Etats-Unis.

Parmi les faits nouveaux relatifs à l'industrie, citons l'acquisition d'une compagnie de production de mousse d'uréthane, Delany et Pettit Industries Limited de Toronto par General Spring Products Limited de Kitchener. General Spring, qui produit des éléments de sièges d'automobile, a effectué cette acquisition après avoir estimé qu'en 1975, 50 pour cent de tous les sièges d'automobile seront en mousse épaisse moulée. Un deuxième changement s'est produit à Stratford où Marlette Homes Incorporated a acheté l'immeuble qu'a récemment évacué Christ-Craft Corporation Limited. Cette entreprise construit des habitations transportables et on prévoit qu'elle emploiera environ 100 personnes.

Le conflit à la General Motors a eu des répercussions jusque dans les industries de fabrication de métaux et a entraîné quelques licenciements supplémentaires. Ces licenciements mis à part, les niveaux d'emploi modérément élevés se sont maintenus, reflétant la force soutenue des industries de matières premières de la région. La demande d'ouvriers dans les métiers mécaniques a été modérée. Décembre a vu le règlement du conflit qui a duré 22 semaines entre Lakeshore Die Casting Limited et les 80 membres du local 553 du Syndicat des ouvriers unis de l'électricité, de la radio et de la machinerie d'Amérique de Guelph. La reprise du travail devrait entraîner une augmentation de l'embauche locale-mment puisque plusieurs membres avaient trouvé un autre emploi. La compagnie Goderich, Lenton et Hurst (Canada) Limited a annoncé qu'elle prévoyait la construction d'une usine de \$1 million pour la fabrication de laminaires électriques d'acier qui, au début, emploierait 25 personnes.

Une production soutenue par suite des commandes intérieures et extérieures a permis à l'industrie de la fabrication des machines de rester parmi les plus actives dans le secteur de la fabrication. Des entreprises comme Babcock Wilcox Limited, la Canada Machinery Corporation, dont la gamme des produits va des chaudières et des générateurs aux machines à régaler, ont connu une activité intense et ont continué à accroître leur personnel dans une certaine mesure. La Canada Machinery Corporation

d'idée, les hôpitaux de la région de Brantford ont signalé un excédent croissant de candidats en partie du à l'arrivée sur le marché du travail d'épouses dont le conjoint était mis à pied. Au mois de décembre, le premier personnel a été mis en place dans le nouveau centre médical scientifique de 66 millions de dollars de l'université McMaster. L'occupation complète des lieux ne sera pas effective avant deux ou trois ans. La demande de main-d'œuvre dans le secteur des services personnels a été relativement faible et se composait surtout d'une demande de roulement de cuisiniers, de serveuses et d'autres employés d'hôtel et de restaurant. Il s'est présenté des cas d'employeurs embauchant essentiellement un personnel à temps partiel dans le but de faire face à l'augmentation du salaire provincial minimum qui est entrée en vigueur au mois d'octobre. L'industrie touristique de Niagara Falls a été l'objet d'une réduction saisonnière de la demande de main-d'œuvre bien que les activités de congrès de la ville aient engendré un besoin modéré de main-d'œuvre dans ce secteur.

CENTRE-OUEST DE L'ONTARIO

La situation de l'emploi dans le centre-ouest de l'Ontario pour les mois de novembre et de décembre a reflété le maintien d'une activité économique réduite. Le secteur de la fabrication a fonctionné très en dessous de sa capacité dans bien des cas, surtout en ce qui concerne les industries de biens de consommation; dans certains cas, ce résultat avait pour cause la faible demande intérieure alors que dans d'autres, il était dû à la concurrence étrangère. Aux conditions que nous venons de citer, il faut ajouter les effets déprimants du conflit ouvrier qui s'est prolongé à General Motors of Canada Limited. On a enregistré des baisses saisonnières normales dans le secteur des denrées alimentaires et dans la construction ainsi qu'un accroissement limité des emplois dans le commerce de détail, le secteur des services personnels et des Postes pour faire face à l'activité intense des fêtes de Noël. On a constaté une faiblesse persistante sur le marché du travail parmi les membres des professions libérales, les cadres et les techniciens. Le nombre des postes vacants a diminué par rapport à l'année dernière et les employeurs se montrent maintenant très difficiles.

Dans l'agriculture, on a constaté une diminution de la main-d'œuvre avec l'approche de l'hiver. Toutefois, on voit rarement d'importantes variations saisonnières en ce qui concerne les emplois dans l'agriculture dans cette région en raison principale-ment de l'élevage où le niveau d'emploi a tendance à être stable pendant toute l'année.

Dans le secteur de la fabrication, on a constaté une légère baisse saisonnière de l'emploi dans le secteur des denrées alimentaires. Après les moissons de l'automne, l'usine de mise en conserves de Canadian Cannerys Limited située à Exeter a réduit le nombre de ses employés et n'a gardé que le personnel permanent chargé de l'expédition et de l'entree. Certains fabricants de confiserie ont connu une légère diminution de leurs effectifs en décembre à la suite d'une production accrue auparavant pour les fêtes de fin d'année. D'autre part, l'activité dans l'industrie de la préparation de la viande est restée élevée.

Dans l'industrie du caoutchouc, les conditions ont varié. Certains fabricants de pièces d'automobile ont continué à enregistrer des difficultés par suite des conflits ouvriers affectant General Motors. Par exemple, chez Standard Products Limited de Stratford, le licenciement de plus de 200 employés s'est prolongé pendant le mois de décembre. Toutefois, maintenant que la grève de l'industrie de l'automobile est réglée le rythme normal de production devrait reprendre. Standard Products envisage d'ouvrir une autre usine à Searforth dans le courant de l'année prochaine qui produira une série de garnitures en plastique. Dans le reste de l'industrie du caoutchouc, les niveaux de production ont été assez soutenus et les fabricants locaux de pneumatiques ont été relativement peu affectés par les conflits de l'industrie de l'automobile. Dans le domaine de la fabrication des chaussures en caoutchouc, la situation était normale pour la saison et les opérateurs de machine à coudre électrique y sont encore recherchés.

L'industrie du textile continue généralement à être affectée par les importations de produits bon marché. L'embauchage pour la fabrication de lainage et de tissu de laine peignée a été réduit dans les filatures de la région et on a même enregistré des réductions d'effectifs et des licenciements. Même les fabriques de tricots de la région, qui connaissent une forte activité par suite de la grande vogue des tricots simples et doubles, sont handicapées par les bas prix dus aux importations bon marché.

Un nombre limité d'agrandissements d'usine les industries du vêtement se trouvent dans une situation légèrement meilleure. Les fabricants locaux d'entrepris par certains petits fabricants témoignent que le nombre limité d'agrandissements d'usine du gouvernement de maintenir la surtaxe spéciale sur les importations pendant une autre année.

L'industrie du matériel de transport, qui est concentrée principalement dans la région de Galt-Guelph-Kitchener, compte parmi les employeurs les plus importants de la région. Sa situation continue à

au cours du mois de novembre parce que les employeurs ont éprouvé des difficultés à maintenir leurs marges bénéficiaires en raison du volume médiocre de ventes d'une part et des coûts plus élevés de la main-d'oeuvre découlant de l'augmentation du salaire minimum récemment mise en vigueur d'autre part. Par suite, les détaillants de la région de Niagara ont fait face à un surplus de candidats pour les emplois de vente de la période de Noël. Cette situation s'est trouvée aggravée par l'entrée sur le marché de la main-d'oeuvre d'épouses dont le conjoint se trouvait en grève ou mis à pied. La réduction des dépenses des consommateurs était particulièrement évidente dans le domaine des gros articles comme les appareils électroménagers et l'ameublement. On a dû faire face à cet état de choses pendant la plus grande partie de 1970.

On notait peu de changements dans le secteur de la **finance**, de l'**assurance** et de l'**immobilier** au cours de la période de deux mois qui nous intéresse. Les institutions financières ont maintenu des mandes moyennes d'employés de caisse et de personnel de bureau, en partie à des fins de remplacement. Par ailleurs, les besoins de cadres stagiaires restaient stables. Dans les agences immobilières, la demande de main-d'oeuvre est restée relativement faible au cours des mois de novembre et de décembre en raison de la médiocrité des ventes. On faisait face à des demandes de représentants à la commission mais les perspectives peu encourageantes concernant les commissions semblaient avoir limité le nombre de candidats.

Dans le secteur de l'**administration publique**, les activités du marché de la main-d'oeuvre ont été dominées par des embauchages dans le service des postes en vue de faire face au volume de courrier de la période de Noël. A Hamilton, on s'attendait à ce qu'un nombre approximatif de 1400 personnes, des étudiants pour la plupart, trouvent un emploi provisoire bien que dans les autres centres, ces nombres étaient moins importants. Le bureau de poste de Brantford indiquait 304 postes vacants alors qu'on signalait 40 débouchés au bureau de poste de Port Colborne.

Dans le secteur des **services**, les services de santé présentaient des signes d'excédent de main-d'oeuvre. L'hôpital psychiatrique de Hamilton a fait part de projets visant à réduire son personnel d'environ 200 personnes d'ici 1972. Cette situation reflète à quel point les autres hôpitaux de Hamilton partagent à un degré croissant la charge de malades psychiatriques. Toutefois, on n'envisage pas de mises à pied car on obtiendra des réductions de personnel grâce aux démissions normales. Dans un même ordre

part, les conditions climatiques ne semblent pas avoir d'influence sur la deuxième phase du projet Claremont Access à Hamilton. Ce projet a assuré une demande d'ouvriers expérimentés en creusement de tunnel.

La permanence du manque d'activités a caractérisé l'industrie des **transports** de la région de Niagara au cours des mois de novembre et de décembre. Les entreprises de camionnage ont maintenu un niveau très faible de demande de main-d'oeuvre. Cette situation a reflété la diminution des expéditions qui s'est ajoutée à une diminution des ventes et des niveaux de production dans le secteur de fabrication. Dans les transports, la situation avait empiré de façon notable à la suite des répercussions indirectes de la grève de General Motors. 75 chauffeurs de camion de la région de St Catharines ont été mis à pied à la suite de la diminution des expéditions de pièces d'automobile. Dans l'industrie des chemins de fer, on faisait face à une situation analogue. Trois équipages de train, totalisant 18 hommes, ont été mis à pied dans la région de St Catharines. Alors que les activités préhivernales de la construction procurent des emplois aux chauffeurs de camion assurant le transport des matériaux de construction, cette demande a baissé au mois de décembre en ne laissant que la construction routière comme source importante de besoins de main-d'oeuvre dans ce domaine. En d'autres points du secteur des transports, l'administration de la Voie Maritime du Saint-Laurent a reculé la date de fermeture du canal Welland du 22 décembre au 7 janvier pour permettre aux producteurs locaux d'acier de constituer leurs réserves de charbon avant l'hiver.

Dans le secteur **commercial** de la péninsule du Niagara, les embauchages pour la période de Noël ont eu lieu plus tard et en nombre moins élevé qu'au cours des années précédentes. Hamilton et Port Colborne ont semblé indiquer la plus forte augmentation de ventes. Dans de nombreuses autres municipalités, les activités du commerce au détail ont subi les répercussions des grèves et des mises à pied chez les principaux employeurs industriels. Les niveaux de ventes ont souffert de la baisse des revenus et des incertitudes de l'emploi chez les habitants de la région. Brantford, Fort Erie, St Catharines et, à un degré moindre, Welland ont été surtout touchés. La demande de personnel temporaire pour la période de Noël a encore été tempérée par la tendance croissante chez les gros commerces de vente au détail visant à augmenter les heures du personnel permanent à temps partiel plutôt que d'embaucher de nouveaux employés. Dans certains magasins, il y en, en fait, des mises à pied de personnel de vente

Dunnville, Lanark Manufacturing Company a encore embauché 60 ouvrières de production pour satisfaire à la forte demande des ensembles de câblage qu'elle fabrique. En outre, le règlement de la grève de General Motors aux États-Unis a provoqué le rappel de 170 monteuses à l'usine de United-Carr Canada Limited de Brantford.

Grâce à l'activité de la construction préhivernale, les fournisseurs locaux de matériaux de construction ont maintenu des niveaux assez élevés de production et d'emploi au cours du mois de novembre. Toutefois, en décembre, une certaine diminution des activités commençait à se faire jour malgré des conditions climatiques relativement clémentes qui ont permis de prolonger quelque peu les travaux de construction. A Hamilton, National Sewer Pipe Limited, fabricant de drains agricoles, a cessé ses activités en raison de la concurrence d'autres matériaux comme les plastiques et a été conduit à congédier 40 employés. Par ailleurs, dans l'industrie des produits de minéraux non métalliques, la réduction de la demande de produits a conduit à diverses mises à pied. A Niagara Falls, Norton Company annonçait, au mois de novembre, des mises à pied de faible importance. A Hamilton, Dominion Glass Company Limited a mis à pied, pour une période illimitée, 100 ouvriers de production en raison de la médiocrité des ventes. Le 6 novembre, National Slag Limited de Hamilton a dû faire face à une grève de 40 employés qui était toujours en cours au moment de la rédaction de cette revue.

L'industrie chimique présentait des activités d'embauche et de production généralement en baisse. A Niagara Falls, l'usine de Niagara de Cyanamid of Canada Limited a procédé au congédiement d'un personnel d'usine s'élevant à 70 personnes. Une partie de cet effectif a pu être absorbée par l'usine de Welland de cette compagnie. Parmi les raisons invoquées, on note l'évolution technologique et les conflits ouvriers. A Hamilton, la médiocrité des ventes de revêtements de planchers en vinyle a conduit Building Products of Canada Limited à fermer entièrement son usine de Hamilton à la fin de décembre. Cette décision a provoqué le congédiement de 110 ouvriers de production. Cet état de chose a été aggravé par une inactivité relative de l'industrie de la construction qui a dominé en 1970. Faisant contraste avec ces fermetures, le niveau de production de l'usine de Welland de Union Carbide Canada Limited est resté stable en dépit de la fermeture pour entretien de certains fours et la mise à pied de 24 employés récemment embauchés. Il est peu probable qu'on procède à de nouveaux embauchages avant le printemps 1971. A Dunnville, des niveaux d'emploi

Les travaux de construction de routes, de ponts et d'égouts offraient un contraste marqué par rapport à d'autres sous-secteurs au cours des deux mois étudiés. A Fort Erie et à Port Colborne, des conditions climatiques inhabituellement douces ont permis l'achèvement des travaux de terrassement de routes et de voies ferrées. Cela signifie que les travaux ultérieurs de pose des conduits et de remblais pour-ront continuer pendant l'hiver, assurant ainsi un emploi hivernal important pour des manoeuvres, des chauffeurs de camion et des poseurs de conduits. La poursuite des travaux de l'agrandissement du canal Welland, près de Port Colborne, a dégarni l'offre locale dans plusieurs métiers de la construction. Toutefois, un temps humide a mis fin aux travaux de terrassement à Welland et a conduit plusieurs compagnies de pavage de la région de Hamilton à cesser leurs travaux pour les mois d'hiver. D'autre

À la fin de décembre, on mettait également en chantier un édifice médical de 630,000 dollars.

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stables prédominaient chez Electric Reduction Company of Canada Limited.

pelé une équipe de 600 hommes au mois de novembre pour commencer la production mixte. Cette équipe est venue s'ajouter au rappel antérieur de 700 hommes dans ses ateliers de fonderie et de Verity. International Harvester Company of Canada Limited a continué à rappeler des ouvriers pour remplacer ceux partis normalement en congé. Sur les 600 ouvriers mis à pied par la compagnie, il y en avait 400 qui attendaient leur rappel au moment de la réduction de cette revue. Toutefois, des décisions de rationalisation de la production ont conduit la compagnie à fermer définitivement sa fonderie de Hamilton. Ces mesures ont provoqué le congédiement de 90 employés. En dépit des rappels décidés par ses concurrentes, la division de matériel agricole de White Motor Corporation of Canada Limited de Brantford a mis à pied 33 employés salariés de ses services de méthodes, de production et d'organisation, tout en reportant de janvier à mars 1971 la reprise de la production mixte.

A la suite de l'annonce récente par Canadian General Electric Company Limited de la cessation de la fabrication de tubes-images à la fin de 1970, Canadian Westinghouse Limited est devenu le seul producteur de tubes-images du pays. Toutefois, on ne pense pas que cette décision amène les usines locales de Westinghouse à augmenter leurs effectifs. On s'attend plutôt à des transferts internes de personnel des services les moins actifs de fabrication en vue de satisfaire de façon appropriée les besoins de main-d'oeuvre. Les petites entreprises de la région subissent le contre-coup de la réduction des ventes de téléviseurs. Aerovox Canada Limited de Hamilton a réduit son personnel de 200 à 125 personnes après avoir cessé ses activités de production de condensateurs de radio et de télévision. A Brantford, l'usine de Canadian Westinghouse continuait à subir le contre-coup de mauvaises ventes. Cette compagnie envisageait une diminution de personnel de 400 à 260 employés d'ici la fin décembre. Chez John Inglis Company Limited, dans le canton de Saline, 400 membres du local 525 du Syndicat des Travailleurs Unis de l'automobile ont, le 13 décembre, signé un contrat qui met fin à une grève commencée le 26 août.

S'inscrivant en contraste sur la situation de la production de téléviseurs et d'appareils électroménagers, la production de transformateurs et de générateurs continuait à être élevée. La réception récente de contrats de turbine à gaz amenait l'usine principale de Canadian Westinghouse Limited à poursuivre l'embauchage. Des améliorations analogues des activités de production et du marché du travail caractérisaient également les compagnies de produits électriques pour automobiles de la région de Niagara. A

américaines de General Motors. Hayes-Dana Limited de Thorold a pu rappeler 160 ouvriers quoiqu'il y en avait encore 240 en congé à la mi-décembre. Dans les autres sous-secteurs du matériel de transport, on assistait à des améliorations générales, exception faite de la construction navale. Dans cette dernière industrie, l'achèvement du dernier contrat aux cales sèches de Port Wellar a provoqué une mise à pied régulière d'ouvriers métallurgistes au cours de la période étudiée. Par contraste avec cette situation, l'industrie locale de matériel roulant de chemins de fer a continué à déployer une activité accrue grâce à la passation récente d'une commande de 7,5 millions de dollars de wagons couverts par les chemins de fer du Canadian National chez National Steel Car Corporation Limited de Hamilton qui, combinée avec les 40 millions de dollars de commandes reçues par cette compagnie, doit contribuer à une production et à une activité de l'emploi régulier au cours du premier semestre de 1971. Au cours des mois de novembre et de décembre, cette compagnie a assuré des programmes de formation en usine pour soudeurs malgré des pénuries de matériaux qui ont provisoirement diminué les niveaux de production et les activités d'embauchage. La production locale de matériel roulant était encore augmentée par BLH-Canada Limited de Dundas qui a commencé à procéder au rappel et au recrutement d'ajusteurs à la suite d'un contrat avec l'Inco couvrant 27 wagons à scories. On a assisté à des améliorations analogues dans les usines de John Deere Limited dans la péninsule de Niagara. La décision récente de cette compagnie de rassembler ses activités administratives à Hamilton provoquera le transfert de 30 employés en provenance d'autres régions du Canada vers cette ville. En outre, cela amènera l'embauchage de personnel d'appoint pour les bureaux. Par ailleurs, les ventes de nouvelles séries de produits ont conduit les ateliers de Welland de la compagnie à porter l'effectif de leur personnel à 630 employés, ce qui représente une augmentation de 100 au cours de l'année passée. Dans l'industrie Flect Manufacturing Limited de Port Erie. Cela est dû à l'accroissement des ventes et des activités de production. La compagnie a réduit son personnel d'un maximum de 700 à 350 en 1969. Elle espère que les rappels en cours porteront son effectif à 420 en février 1971.

Sur le marché du blé, on espère que l'amélioration des perspectives va insuffler des millions de dollars dans l'économie des Prairies, laquelle engendrera la possibilité d'augmentations annexes de la demande de matériel agricole. A Brantford, l'usine mixte de Massey Ferguson Industries Limited a rap-

Dans un ordre d'idée analogue, la diminution des demandes de containers ondulés de pièces d'automobile a conduit Consolidated Bathurst Packaging Limited à mettre à pied 30 ouvriers d'usine au mois de décembre. Dans l'industrie du papier, Gardon City Paper Mills Company Limited de St Catharines a fermé au mois de décembre, congédiant les derniers de ses 120 ouvriers d'usine. La plupart de ces ouvriers ont pu trouver des emplois de remplacement dans la région de St Catharines.

Au cours du dernier trimestre, on s'attendait à ce que la production d'acier Thomas des compagnies de la péninsule du Niagara se maintienne à des niveaux assez élevés grâce aux tentatives de la clientèle visant à reconstituer leurs stocks légers-ments dégarnis. Cette situation a contrebalancé la diminution de la demande d'acier due au conflit ouvrier de General Motors. Il y a eu de nombreuses mises à pied dans l'industrie locale de l'acier aux mois de novembre et de décembre, quoique chacune d'entre elles n'ait touché qu'un nombre relativement faible d'ouvriers. A la suite de la grève de General Motors, 51 ouvriers de production de Steel Company of Canada Limited (Stelco) de Hamilton et 40 ouvriers (essentiellement des fagoneurs) de Canron Limited de Hamilton, attendaient toujours leur rappel au mois de décembre. La division Atlas Steel Company de Rio Algom Mines Limited, a mis à pied 75 employés au mois de novembre alors que 26 ouvriers de Stelco Page Hersey Works attendent leur rappel. Cette dernière compagnie est parvenue à éviter d'autres mises à pied grâce à des commandes de conduites légères qui ont contrebalancé la diminution des ventes due au conflit de General Motors. Des niveaux stables d'emploi, accentués par des embauchages de remplacement, ont caractérisé International Nickel of Canada Limited (Inco), de Port Colborne et Stelco Welland Tubes Work de Welland. James United Steel Limited de Port Robinson était toujours entre les mains d'un syndicat de faillite et congédiait 50 ouvriers n'employant plus que 130. Jusqu'à présent, les efforts visant à la vente de la compagnie n'ont pas été couronnés de succès. Alors que les entreprises im-portantes de la région faisaient face soit à des mises à pied, soit au retardement de nouveaux embauchages, plusieurs petites compagnies augmentaient leur personnel. Canada Forgings Limited de Welland a, à la suite d'un contrat de 3 millions de dollars avec la Commission Hydroélectrique de l'Ontario, augmenté son personnel de production alors que Chesbar Iron Powder Limited de Niagara Falls prenait des dispositions pour doubler son personnel de 25 personnes au mois de décembre et développait ses installations de production. La première partie de 1971 peut être le témoin de quel-

ques achats de couverture contre une grève possible de l'acier aux Etats-Unis qui aurait lieu pendant le troisième trimestre. La demande nationale de pipelines peut renforcer davantage les marchés à la suite de l'approbation récente par le gouvernement fédéral de l'exportation de gaz naturel aux Etats-Unis. La fin du conflit de General Motors contribuera également à l'activité de l'industrie de l'acier en 1971. Toutefois, au Canada et aux Etats-Unis, l'accroissement des importations en provenance du Japon et de l'Europe peut s'ajouter à une faiblesse croissante des marchés d'exportation sur lesquels les producteurs canadiens avaient compté en 1970. Les conséquences nettes de ces possibilités en opposition rendent le marché de l'acier très incertain pour 1971.

Le secteur de fabrication des métaux a subi des fortunes diverses au cours des mois de novembre et de décembre. Les entreprises de métaux de charpente de la région ont maintenu leurs niveaux d'activité des mois passés. A Hamilton, Bridge and Tank Company of Canada Limited recherchait des conducteurs de perçuses verticales et des manoeuvres pour la poursuite des travaux sur le gros contrat de hangars attribué à cette firme. Toutefois, à l'encontre de cette tendance, Wabco Limited de Paris a mis 50 ouvriers de production à pied dans sa division de machines de travaux routiers alors que les effets saisonniers de l'industrie de la réfrigération ont provoqué la mise à pied de 80 employés chez Hussman Food Store Equipment Limited à Brantford. Les fortunes variées des ateliers de construction mécanique de la région du Niagara reflétaient les demandes pour leur service de leur municipalité locale. A Brantford, la production en diminution chez les principaux employeurs locaux a considérablement réduit les activités des ateliers de constructions mécaniques de la région alors qu'on assistait à une tendance opposée à Port Colborne où on s'attendait à ce que les travaux de réparations navales contribuent à un surcroît de migration de mécaniciens dans la région. Les compagnies de la région de Hamilton ont témoigné d'une activité soutenue. La majorité des nouveaux embauchages n'avait pour but que de remplacer les ouvriers démissionnaires.

L'industrie du matériel de transport était dominée par le conflit ouvrier de General Motors of Canada Limited qui a directement mis en cause les 6,443 employés de la compagnie à St Catharines. Les répercussions de la grève étaient manifestes chez les fournisseurs de General Motors comme Thompson Products Limited de St Catharines qui avait 340 de ses employés en instance de rappel. Toutefois, le règlement précoce de la grève de General Motors aux Etats-Unis a produit quelques rappels parmi les compagnies fournissant les usines

Toutefois, les déclarations récentes d'un administrateur donnent à penser que la compagnie n'a pas encore eu à faire face aux conséquences graves résultant du dernier accord d'importation du gouvernement fédéral avec la compagnie française Michelin. A Brantford, Gates Rubber of Canada Limited a subi des réductions de ventes et de production dues à la grève de General Motors et au niveau d'activité réduit de Massey-Ferguson Industries Limited. La compagnie a toutefois pu contrebalancer ces effets grâce à la production de bandes motrices de moto-neige.

Les dernières augmentations du salaire minimum ont contribué au climat d'incertitude qui affecte les entreprises locales de maroquinerie. A Niagara Falls, E. H. Ferree Company Limited a procédé à une mise à pied saisonnière de 160 ouvriers d'usine au mois de novembre et de décembre. Leur rappel en 1971 dépend jusqu'à un certain point des capacités de la compagnie à maintenir des marges bénéficiaires devant le coût plus élevé des salaires. Bien que les fabricants de chaussures de la région de Port Colborne aient rencontré des incertitudes analogues en 1970, ils pensent néanmoins maintenir leurs niveaux de production en 1971. Ils ont commencé à se préparer à la production des modèles de printemps.

Dans l'industrie textile, la réduction des mandes de main-d'oeuvre dans les filatures de la région de Hamilton a continué à refléter les tentatives de rationalisation des méthodes de production tout en attendant les nouvelles de la prochaine politique fédérale sur les textiles. Par ailleurs, les confectionneurs de vêtements de la région ont maintenu des niveaux soutenus de production. Les fabricants de chemises comme Cluett Peabody and Company of Canada Limited de Hamilton ont bénéficié du prolongement de un an de la surtaxe sur les chemises d'importation. Cette surtaxe a assuré leur position sur le marché de Noël. A Dunnville, l'activité de Noël a également conduit Dominion Fabrics Limited à augmenter ses niveaux de production et de personnel. Harding Carpets Limited de Brantford a porté son personnel de 400 à 530 employés. Toutefois, sur le marché de l'automobile, la surproduction a forcé Allen Industries Canada Limited de Hamilton à mettre à pied 30 opératrices de machine à coudre en cours pendant la période étudiée. Cette mise à pied était toujours en cours pendant la période étudiée.

Les réductions provisoires et permanentes de personnel marquaient les industries locales du bois, du carton et du papier. Reel Pack Limited de Hamilton, fabricant de palettes et de bobines en bois, a été mise entre les mains d'un syndicat de faillite au mois d'octobre. Cet événement a touché les 33 ouvriers et monteurs de bobines de la compagnie.

chez les fabricants locaux de machinerie agricole et de pièces d'avion, un grand nombre d'employés restait sans travail. Dans d'autres industries, en particulier dans l'agriculture et la construction, on a subi, surtout en décembre, des réductions saisonnières d'activité. On a ressenti les effets nets de ces événements dans les secteurs du commerce où les augmentations normales des ventes et de l'activité de l'emploi ont été passablement atténuées par un rythme moins soutenu des achats de Noël.

Au mois de novembre, le temps plus froid a provoqué l'arrêt de la plupart des activités agricoles. La récolte des pommes, une des dernières opérations en cours, était terminée le 15 novembre. Dans la région de Brantford, la main-d'oeuvre nécessaire à l'écotage et au triage du tabac était mise à pied au début de décembre. Dans les autres industries primaires, la pêche continuait à diminuer avant la fin de la saison. Les carrières de la péninsule du Niagara présentaient toutefois des niveaux d'emploi soutenus grâce à l'importance des demandes de gravier des compagnies engagées dans l'agrandissement du canal Welland et dans des travaux de terrassements routiers et ferroviaires.

Dans les industries de fabrication, les conserves locales ont interrompu leurs activités au mois de décembre amenant les niveaux d'emploi à leur minimum saisonnier. Dans la région de Welland, Bick's Pickles Limited a mis à pied 101 ouvrières au cours du mois alors qu'à St-David, Canadian Canners Limited congédiait 215 personnes. Il s'est également produit des interruptions saisonnières d'activité dans les conserveries de la région de St-Catharines. A l'encontre de cette situation, les entreprises de préparation de la viande ont maintenu leurs activités grâce à la stimulation apportée par Hamilton, a continué à augmenter son personnel en engageant 70 ouvriers de production supplémentaires au mois d'octobre alors que F. W. Fearman Limited de Burlington embauchait des emballeurs et divers autres ouvriers d'usine. Dans la région de Hamilton, on assistait à un niveau d'activité analogue chez les confiseurs.

Au cours de la période considérée, les compagnies locales de produits en caoutchouc ont réagi à diverses influences du marché. A Hamilton, Firestone Tire and Rubber Company of Canada Limited ont en partie retardé la mise en place d'un programme de formation en usine de constructeurs de pneus. Cette situation reflète partiellement l'importance du stock de la compagnie en pneus à neige à cramppons dont l'utilisation a été interdite par la législation provinciale à compter d'avril 1971.

Cornwall, mais ces mises à pied ne doivent durer que sept semaines d'après des porte-parole de la compagnie. De même, 230 personnes ont été mises à pied par Dupont of Canada Limited, à Kingston et Prescott et de 100 à 130 personnes par Fingerhut International Limited, à Cornwall. Toutes ces mises à pied résultent d'une diminution des commandes des produits textiles. Parmi quelques autres industries en crise, se trouvaient la Dominion Magnesium Limited, de Renfrew, qui a fermé en décembre deux de ses fournisseurs de fusion qui employaient 40 travailleurs et la Erie Technological Products of Canada Limited, à Trenton, fabricant de matériel électronique, qui a annoncé la mise à pied temporaire de 325 travailleurs par suite du manque de commandes.

Par contre, trois fabricants de meubles du district, Brentwoods Chairs Limited (Hawkesbury), Rosedale Furniture Limited (Lindsay) et Interroyal Corporation Limited (Smiths Falls), ont engagé au total 80 travailleurs en novembre et en décembre et comptent en engager d'autres bientôt. L'industrie du tapis a également connu une forte expansion, comme le montre l'augmentation de l'emploi à Brinton Carpets Limited (Lindsay), Caravelle Carpets Limited (Cornwall) et Union Carbide Limited (Arnprior), fabricant de fibres pour tapis. L'activité a repris dans d'autres domaines, notamment dans l'industrie de l'électronique, où Digital Equipment of Canada Limited de Carleton Place a réembauché 50 travailleurs qu'elle avait mis à pied et dans l'industrie des appareils et du matériel électriques, où Automatic Electric Limited de Brockville a augmenté son personnel de 125 ouvriers en novembre. Par suite de la pénurie d'électricité aux États-Unis, la demande de matériel de production d'électricité portatif et d'urgence s'est accrue et la Canadian General Electric Company Limited à Peterborough a obtenu un contrat de \$1 million. Il en est résulté trente-cinq nouveaux emplois.

Cette combinaison de mises à pied et d'expansion a créé un surplus de machinistes inexpérimentés et insuffisamment formés, de travailleurs généraux de production et d'ouvriers de l'électronique, en même temps qu'une pénurie d'ouvriers de montage de décolleteuses, de techniciens d'électricité, de mécaniciens de chaudière détenteurs de permis (pétrole matrices et de contremaîtres expérimentés.

Dans le secteur de la **vente au détail**, les employeurs ont indiqué que les affaires étaient entre moyennes et bonnes et les ventes ont généralement progressé. Cependant, cette augmentation était de nature essentiellement saisonnière, puisque les ventes augmentent normalement en décembre. Aucune re-

prise considérable de l'emploi n'a été relevée. Quelques employeurs, par ailleurs, ont réduit le nombre d'heures de travail de leur personnel réagissant à l'augmentation du salaire horaire minimum de \$1.50 à \$1.65 dans la province. On n'estimait pas, cependant, que de telles mesures étaient généralisées.

Le secteur de la **fonction publique**, très important dans ce district, a donné quelques signes d'un renouveau d'activité. La Commission de la fonction publique compte augmenter cette année le nombre de ses recrues diplômées des collèges et universités, mais elle n'a fourni aucun chiffre définitif. Dans la fonction publique également, le Bureau fédéral de la statistique à Ottawa a récemment demandé 348 employés de bureau qui participeront notamment au recensement de 1971. Le siège régional de la Commission d'assurance-chômage à Belleville a engagé 35 travailleurs à temps partiel en novembre comme elle le fait généralement à cette époque.

La transformation de la demande dans le secteur des **services** a produit une pénurie continue de coiffeurs, aide-ménagères, vendeurs à la commission, stagiaires de gestion, installateurs de tapis et mécaniciens d'air climatisé qualifiés, dans plusieurs centres de Main-d'oeuvre du Canada du district. Dans certaines régions, l'offre de commis de bureau et de sténographes était également insuffisante. Dans les catégories administratives, professionnelle et technique, la pénurie de personnel médical et paramédical hautement qualifié, comme les physiothérapeutes et les spécialistes d'hygiène dentaire, s'est maintenue en même temps qu'un surplus de titulaires de B.A. généraux (surtout des femmes) et de D.Ph. en chimie et en physique. A la liste du surplus sont venus s'ajouter des bibliothécaires qualifiés diplômés d'université; contrairement à ce qui se produit généralement, certains diplômés des cours de bibliothèque n'ont pas réussi à trouver un emploi convenable. Les diverses universités opèrent des redressements.

4 — NIAGARA — HAMILTON — RÉGION CENTRE-OUEST DE L'ONTARIO NIAGARA—HAMILTON

L'activité économique de la région du Niagara reste soumise au climat instable qui l'a caractérisée au cours de la deuxième moitié de 1970. La Péninsule a été dominée par le conflit ouvrier de General Motors of Canada Limited quoique des règlements antérieurs de la grève dans les usines américaines de la Compagnie aient légèrement réduit ses effets secondaires parmi plusieurs fournisseurs locaux de pièces à la fin de novembre et au début de décembre. Alors que les rappels d'ouvriers se poursuivaient

de fabrication en hiver, ajoutées aux conséquences du conflit du travail à la General Motors, ont ralenti l'expansion des secteurs les plus actifs de l'économie. Par conséquent, on ne prévoit aucune amélioration nette dans les niveaux d'emploi ni dans l'activité générale de l'économie avant le printemps. Les encouragements fournis par le gouvernement fédéral à la reprise de l'expansion, comme les fonds pour la construction de logements de revenu modique, un renforcement des cours de formation donnés par les centres de Main-d'oeuvre et les subventions à l'expansion industrielle, assureront un appui nécessaire.

Au cours de la période étudiée, le secteur de la **construction** dans le district de l'est a continué de donner des signes de redressement après la baisse d'un an particulièrement dans les régions d'Ottawa, de Brockville, de Belleville et de Kingston. Le nombre de permis de construction émis, bien qu'inférieur aux chiffres de 1969, a augmenté par rapport aux niveaux enregistrés plus tôt en 1970. Parmi les faits marquants dans l'activité de novembre et de décembre, on peut citer l'approbation d'une usine de traitement des eaux de \$1.6 million à Peterborough, l'annonce d'un nouveau programme de trois ans pour la construction d'une école de \$30 millions établi par le Conseil scolaire de Carleton à Ottawa et une augmentation du nombre de mises en chantier de logements dans tout le district. Parmi les facteurs négatifs, remarquons que le projet de la Compagnie Internationale du Papier du Canada de construire une usine de pâtes et papiers de \$70 millions dans la région de Belleville a été remis à 1972 par suite de l'instabilité des conditions du marché dans l'industrie du papier. Si l'entreprise avait décidé de commencer la construction dès maintenant, elle aurait fourni une source bien nécessaire d'emploi dans les mois difficiles de l'hiver.

On a constaté un surplus général de travailleurs de la construction dans le district, bien que certaines régions aient indiqué une demande excédentaire de couvreurs, de maçons, de plâtriers, de menuisiers et de tôleurs.

Dans le secteur de la **fabrication**, les nouvelles mises à pied annoncées ont été plus ou moins compensées par une augmentation de l'emploi, par conséquent, la situation globale a très peu changé. Un échantillon du niveau des bénéfices du troisième trimestre des entreprises du district indique cependant que'ils sont encore inférieurs aux bénéfices de 1969 malgré l'augmentation des ventes. Plusieurs mises à pied majeures ont eu lieu pendant la période étudiée; notamment, 300 travailleurs ont été touchés par une réduction du personnel de Courtauld's Limited, à

Aucune tendance bien définie ne se dessine encore dans l'économie du district de l'est malgré les progrès apparents dans certains secteurs. La reprise après la baisse des derniers mois semble se produire plus lentement qu'on ne l'avait prévu à l'origine. Le rebondissement saisonnier d'activité pendant les mois d'été et d'automne a été suffisant pour faire remonter le niveau de l'emploi à celui de 1969 mais pas assez pour réduire le chômage résultant de l'augmentation de la main-d'oeuvre. Les conséquences néfastes du ralentissement normal de l'agriculture, du tourisme et de certaines industries

3 — EST DE L'ONTARIO

A l'approche des fêtes de Noël, les **ventes au détail** commencent à reprendre de la vigueur. Toutefois, on s'attend à ce que les niveaux soient à peu près identiques à ceux de l'année passée. Les ventes de denrées alimentaires sont supérieures d'environ 25 à 30 pour cent à celles de l'année dernière. Il est possible que cette situation soit le reflet de la guerre des prix en cours entre les supermarchés. Les ventes de certains produits de consommation durables, surtout en ce qui concerne les téléviseurs en couleurs, sont satisfaisantes. Les ventes d'automobiles continuent à être faibles. Parmi les magasins de détail, il se manifeste une tendance plus nette à l'emploi d'un personnel à temps partiel plus important et d'un effectif à temps complet moins élevé. A Sudbury, on signale également que les détaillants locaux insistent davantage sur l'embauchage de personnel bilingue.

A New Liskeard, un incendie a dernièrement créé une situation de crise. L'usine de Canadian Lunda Limited a réduit son effectif de main-d'oeuvre de 50 à 7 personnes en attendant la fin des travaux de reconstruction. A Sault Ste Marie, les répercussions de la longue grève de l'automobile de General Motors accompagnées de factures saisonnières, ont forcé Algoma Steel à mettre 100 employés à pied en novembre. Toutes les personnes touchées avaient une durée de service inférieure à trois mois avec la Compagnie.

de transport miniers d'ici avril 1971. Cette mesure amènera la création initiale de 40 emplois nouveaux. A Thunder Bay, dans l'usine de Canadian Car Company, une grève de trois mois a été réglée au début de novembre. On espère commencer bientôt la production de véhicules de transport rapide pour les commissions de transport de Toronto et de New York. A Thunder Bay, chez Tee Kay Apparel et Wood Bag and Canvas Limited, des agrandissements vont amener, dans chacune de ces entreprises, la création de 25 emplois nouveaux pour l'économie locale.

ries, la plupart des régions signalent que le transport du bois de sciérie et de pulpe à papier est interrompu jusqu'à ce que le gel permette la réouverture des voies de transport du bois. Dans la région de Thunder Bay à elle seule, le nombre de personnes mises à pied en raison de ce facteur saisonnier normal dépasse 600. Un redressement de l'industrie du bois dépendra, dans une grande mesure, du moment et de l'importance d'un revirement de la construction domiciliaire qui constitue son marché principal. La situation de l'emploi dans cette industrie souffrira probablement encore de plusieurs nouvelles réalisations technologiques qui sont actuellement mises en oeuvre. Au cours des prochaines années, la demande de peseurs autorisés sera moins importante en Ontario car le ministère des Terres et Forêts de l'Ontario a mis au point et en service un dispositif de pesage indiquant le nombre de pieds de planches par corde de bois.

Dans l'industrie de la **construction**, on perçoit des signes de redressement dans la construction domiciliaire du district du nord. A North Bay, des contrats visant à la construction de 50 unités de logements à loyer proportionnel au revenu ont été déposés. A Mattabi Mine, dans la région de Kenora, on a commencé la construction de logements miniers et d'aménagements d'habitation. A Sudbury, le conseil municipal a donné son approbation pour la construction de 500 unités de logements publics.

Dans les domaines commerciaux et industriels, la préparation de nouveaux projets doit maintenir les niveaux d'activité élevés. Le grand complexe d'école secondaire de North Bay progresse. Un immeuble administratif de 2 millions de dollars (projet initial d'un important complexe pour le ministère des Routes de l'Ontario) a également été mis en chantier. A Thunder Bay, un projet d'agrandissement de 2,500,000 dollars de l'université Lakehead commencera sous peu. A Atikokan, dans la région de Fort Frances, on projette une nouvelle école secondaire de 700,000 dollars. A Desbarats, près de Sault Ste Marie, on projette également la construction d'une nouvelle école. A Fort Frances, la construction de la nouvelle usine de papier d'emballage est fort avancée. On y entreprendra également bientôt la construction d'un nouvel ensemble d'accommodation des passagers à l'aéroport municipal. A Sault Ste Marie, on a commencé le coulage du béton pour le nouvel atelier d'oxygène de Algoma Steel. Dans la région de Kapuskasing, cinq projets importants parviennent à fournir du travail à au moins 90 pour cent des ouvriers qualifiés de la région. Le centre de Main-d'oeuvre du Canada de Thunder Bay dispose, dans ses dossiers, de peu d'artisans ou de bons ouvriers de construction. On s'attend toutefois à ce que l'hiver provoque bientôt

quelques mises à pied dans toutes les régions, surtout en ce qui concerne les manoeuvres, les conducteurs de matériel lourd et les chauffeurs de camion. Au cours de l'hiver, les travaux de construction continueront essentiellement du travail sous abri pour les ouvriers qualifiés.

A Sudbury, on s'attend toutefois à ce que l'emploi hivernal se maintienne à un niveau élevé dans la construction. La demande dans la plupart des métiers restera importante, exception faite des conducteurs de matériel lourd et des chauffeurs de camion. Chez INCO et Falconbridge, les importants agrandissements industriels continuent à employer des milliers d'ouvriers de la construction. Le projet de plusieurs millions de dollars de rénovation du centre ville a maintenant atteint le stade où on procède à l'érection de la charpente d'acier et où un nombre maximum d'ouvriers sera nécessaire pour monter les parois et terminer le projet. La construction d'un hôpital évalué à 15 millions de dollars environ est également prévue pour commencer dans peu de temps. Les ouvriers qualifiés sont si rares à Sudbury que INCO a dernièrement décidé d'offrir une indemnité de 65 dollars par semaine pour attirer des tuyauteurs.

La division de Sudbury de la Commission Hydroélectrique de l'Ontario a dernièrement annoncé que son programme de construction des cinq dernières années arrive à son terme. Au plus fort de ce programme, la Commission Hydroélectrique avait 1,250 ouvriers de construction sur ses registres de paie. Ce chiffre est maintenant descendu à 450 et on pense qu'il diminuera encore davantage dans peu de temps. Dans la région de New Liskeard, le consortium de Pitts, McNamara et Atlas a encore réduit son personnel de 56 ouvriers sur le projet de la Commission Hydroélectrique de Montréal River. Les 576 ouvriers restants seront progressivement mis à pied à mesure que les différentes phases touchent à leur fin. Toutefois, une partie des mises à pied actuelles est due à des facteurs saisonniers et le printemps prochain devrait être le témoin d'un accroissement de l'effectif de main-d'oeuvre de ce projet.

Bien que souffrant d'un certain ralentissement dans le domaine de la pulpe et du papier ainsi que dans celui de l'acier, les industries de **fabrication** de ce district ont fonctionné à l'encontre de la tendance nationale. Les entreprises de matériel minier de North Bay fonctionnent presque à leur capacité de pointe. Un des employeurs les plus importants de la région, Canadian Longyear Limited, a repris la production à la suite du règlement d'une longue grève. Jarvis Clarke Company espère commencer la production de leurs véhicules de chargement et

toutes ses opérations sur son terrain uranifère d'Agnew Lake (à 42 milles à l'ouest de Sudbury) pour une période illimitée. Le manque de débouchés mondiaux et les prix peu élevés qui prédominent actuellement pour l'uranium rendent cette propriété peu intéressante à l'heure actuelle. Cinquante ouvriers seront mis à pied après le démontage des installations de fond et la fermeture du puits. Kerr Addison espère réintégrer une partie de ces ouvriers dans d'autres mines de son organisation. Les ennus de Kerr Addison à Agnew Lake représentent un exemple de la position difficile à laquelle l'ensemble de l'industrie minière canadienne de l'uranium doit actuellement faire face.

Dans cette même région, Spanish River Mines, producteur de cuivre, a fait part de ses intentions de cessation permanente de ses activités au 15 novembre de cette année. Cette décision touche 45 personnes. Dans la région de Kirkland Lake, Upper Canada Mines compte cesser ses opérations d'extraction aurifère d'ici deux à trois ans. A Atikokan, Caland Ore estime que ses réserves de minerai de fer suffisent seulement pour six autres années d'exploitation. Dans la région de Timmins, Canadian Jamieson Copper Mine fermera ses portes à la fin de cette année. Cette mesure touchera un total de 140 ouvriers parmi lesquels 75 ont déjà été mis à pied. Il se peut que la forte demande de mineurs de la part des mines d'or de la région absorbe un certain nombre de ces ouvriers.

A New Liskard, Glen Lake Mine et Hi Ho Silver Mine ont interrompu leurs activités pour une période illimitée à cause de difficultés financières. Soixante-quinze ouvriers sont directement touchés par cette mesure. En outre, Cobalt Smelter a réduit son personnel et ses activités de 50 pour cent à cause d'une baisse de prix du tonnage. On espère que ces activités pourront être reprises si l'augmentation de prix escomptée devient réalité.

Les industries forestières continuent à être trappées par des marchés en déclin. Les perspectives annoncent un hiver difficile pour les compagnies de l'industrie du bois et du contreplaqué. Cet hiver, on s'attend à ce que les équipes d'abattage travaillent en dessous de leur potentiel normal et que les fermietures saisonnières se produisent plus tôt que d'habitude. Dans la région de Fort Frances, on signale que Pearson Forest Products va fermer une scierie pour toute la durée de l'hiver à Glenorchy. A Sturgeon Falls, les deux scieries les plus importantes de la région ont fermé pour la saison. En outre, en raison d'un ralentissement des ventes, Abitibi Pulp Products a provisoirement mis à pied 20 ouvriers.

En plus de la réduction des activités des scie-

voit une pêche de 500 tonnes dont le prix se maintiendra fermement autour de 80 dollars la tonne.

Dans l'industrie minière, la zone d'exploration la plus active est toujours centrée autour de Sturgeon Lake dans le district de Kenora. Mattabi Mines, dont la découverte a déclenché la recrudescence actuelle d'activités, poursuit la construction d'un concentrateur, d'un embranchement de chemin de fer et d'une ligne de transport de l'électricité. A Uchi Lake, Selco Exploration espère que sa mine commencera à produire un mois avant la date prévue d'avril 1971. Les dernières carottes obtenues par Falconbridge sur sa zone d'exploration de la région de Sturgeon Lake sont encourageantes. Comme pour Mattabi, les échantillons de cette compagnie sont riches en cuivre, en zinc, en argent et en or. Dans la région de Kirkland Lake, la réouverture de Texmont Nickel Mines se poursuit favorablement. Quarante-cinq ouvriers construisent actuellement un compresseur et un dispositif de levage. On pense que la plupart de ces ouvriers garderont leur poste à titre permanent quand la mine commencera la production de 1,000 tonnes de minerai par jour au mois de juin 1971. A cette époque, soixante ouvriers seront employés au fond et quarante en surface. Trente-cinq tonnes de concentré de nickel seront acheminées quotidiennement à la fonderie de Sudbury de International Nickel Company.

International Nickel Company a annoncé l'ouverture d'une nouvelle mine qui prendra le nom de Levack West à Sudbury. Cette nouvelle mine, qui produira 25,000 tonnes de minerai par jour et emploiera 250 ouvriers, sera unique en son genre dans la région de Sudbury. Cette mine n'aura pas de puits principal. L'accès aux chantiers d'extraction souterrains se fera par une rampe inclinée longue de deux milles à partir de la surface. Cela permettra de faire un meilleur usage des nouveaux véhicules à benne basculante montés sur pneus en caoutchouc. On espère que l'exploitation commencera en 1975. INCO poursuit le recrutement de nouveaux ouvriers et, ainsi qu'elle l'a fait l'année dernière, elle a passé des annonces visant au recrutement d'étudiants locaux pendant les vacances de Noël.

Plus au nord, dans le district de Sudbury, Kipco Metals and Chemicals ont annoncé que la zone numéro 6 de Nemegos Mine près de Chapleau passait au stade de la production. La production commencera en avril 1972 avec 100 ouvriers. Le concentré de bioxyde de titane, le laitier riche en titane et la fonte en guseuse seront expédiés à Oshawa pour les opérations de fonderie.

D'autre part, Kerr Addison Mines Limited annonçait dernièrement qu'elle cessera sous peu

L'industrie de la construction a été assez active

dans les secteurs résidentiel, commercial et technique, bien qu'elle soit restée plus lente que dans la même période l'an dernier. A Owen Sound, la construction de 50 logements pour personnes âgées, dans la Septième avenue est, était presque achevée. A Collingwood, William Investments Limited a proposé la construction d'un ensemble de logements sur un terrain de 140 acres, composé d'un condominium de 450 unités, d'un motel de 80 unités et de plusieurs installations de loisirs. Ce projet dépend de l'approbation du programme de zonage par le conseil municipal. La demande de menuisiers et d'ouvriers de la construction a été ferme dans la région et l'offre a été satisfaisante. Cependant, une pénurie de plombiers et de maçons a été enregistrée. A Orillia, la construction résidentielle a diminué d'environ 25 pour cent par rapport à l'an dernier. Le conseil municipal a signé un contrat pour l'achat d'un terrain de 69 acres pour un parc industriel. Les travaux de construction d'un système d'égouts de \$1 million, qui doit desservir le nouveau parc industriel et une grande partie de l'ouest d'Orillia, doivent commencer pendant cet hiver. Dans le secteur institutionnel, une annexe du Collège Georgien des arts appliquées et de la technologie sera bientôt construite à Owen Sound pour loger des diplômés d'études post-secondaires et pour donner des cours qui doivent accroître les travaux de formation des centres de Main-d'oeuvre du Canada. Les travaux pour le projet technique majeur de la région, la centrale nucléaire de l'Hydro Ontario à Douglas Point, se sont poursuivis. L'adjudicataire compte bientôt engager 12 menuisiers et, plus tard au cours de 1971, quelques autres ouvriers spécialisés.

Dans le secteur du **commerce au détail**, les achats de Noël n'avaient pas relevé les ventes au moment de la rédaction du présent article. Dans le secteur de l'épicerie, les magasins A & P ont souffert un grave recul depuis le commencement de la guerre des prix des supermarchés en Ontario. Certains employeurs du secteur de vente au détail ont réduit les heures de travail des employés réguliers dont ils ont fait des employés à temps partiel et ils ont mis les employés à temps partiel en rotation. La main-d'oeuvre féminine a fortement réagi aux offres d'emploi des nouveaux grands magasins Woolworth à Orillia, qui doivent ouvrir en février 1971. Plusieurs vendeurs ont été demandés dans la même région, mais le nombre de candidats locaux a été suffisant pour satisfaire cette demande.

Dans le secteur des **services sociaux, commerciaux et personnels**, les postes vacants ont continué de diminuer en conséquence directe de la réduction

2 — NORD DE L'ONTARIO

des possibilités d'emplois essentiellement féminins. Etant donné le recul saisonnier du tourisme, l'activité dans les industries d'accueil du tourisme a diminué dans la région d'Orillia. Les étudiants et étudiants du niveau secondaire aptes à occuper des emplois à temps partiel de serveuses, d'aide-serveuses et cuisiniers de service rapide étaient en surplus. Par contre, les lieux de villégiature d'été dans la région d'Owen Sound ont connu un renouveau d'affaires grâce au tourisme croissant d'amateurs de moto-neige et les hôtels sont restés ouverts pour loger ces touristes.

Par suite de la crise de l'emploi, la formation offerte par les centres de Main-d'oeuvre du Canada a été plus demandée que d'habitude dans toute cette région économique. A Orillia, environ 421 personnes assistaient à des cours de rattrapage et à des cours d'arts et métiers au Collège Georgien au début de décembre.

Au cours des mois de novembre et de décembre, le rendement de l'industrie dans le nord de l'Ontario supportait favorablement la comparaison avec celui du reste du Canada. Toutefois, vue sous l'angle des niveaux atteints par le district du Nord au cours des deux ou trois dernières années, l'activité économique globale s'est sensiblement affaiblie. En particulier, les secteurs du bois et de la construction ainsi que les régions de New Liskeard, de Kirkland Lake et d'Elliot Lake ont été durement touchés. Ces régions contrastent fortement avec celles qui sont caractérisées par l'industrie minière et dans lesquelles le niveau d'emploi reste élevé. Le chômage est plus élevé que l'année dernière dans toutes les régions. Il est probable qu'il atteigne un sommet saisonnier au cours de la seconde moitié de février.

Dans le secteur des **services**, l'industrie touristique a été touchée par la fermeture de la saison de la chasse au chevreuil et à l'original. Bien qu'il ait été tué une quantité importante de chevreuils et d'originaux, les fournisseurs locaux d'articles de chasse n'ont constaté qu'un faible accroissement des affaires parce que les chasseurs se procuraient leurs fournitures dans la localité de leur domicile.

L'arrivée précoce de l'hiver a amené la fin de la pêche commerciale dans les lacs intérieurs. Toutefois, pour cette année, on signale une pêche excellente dans laquelle l'espèce dominante est l'algaïfin. La saison du hareng qui a commencé à la mi-novembre et se poursuivra jusqu'à la mi-décembre a nécessité un appoint de 60 ouvrières temporaires à l'usine de préparation du poisson de Thunder Bay. On pré-

Dans le secteur de la construction navale, la Canadian Shipbuilding and Engineering Limited à Collingwood a achevé la construction du nouveau pétrolier *Imperial Dartmouth*. Le chantier de construction navale n'a indiqué aucun nouveau contrat et la compagnie maintient son programme de mises à pied progressives commencé en septembre dernier et devant atteindre 650 travailleurs à Noël 1970. Le personnel du chantier sera réduit environ à 100 travailleurs rémunérés à l'heure.

Dans le secteur des produits métalliques, West Bend of Canada Limited, fabricant d'ustensiles de cuisine de Barrie, a graduellement réduit son personnel à 65 travailleurs de production, alors qu'elle en comptait 220 l'an dernier. Un comité conjoint composé de représentants de la compagnie, de la municipalité et du centre de Main-d'oeuvre du Canada local s'occupe du reclassement de quarante employés de la division d'Orillia de Moffats Limited, fabricant de cuisinières électriques de ménage, qui ont été mis à pied plus tôt cette année. La Canada Foils Limited à Bracebridge a réembauché six employés parmi les 11 qu'elle avait mis à pied plus tôt en octobre. Otaco Limited, fonderie d'Orillia, a fait savoir à 49 employés qu'ils seraient mis à pied à la suite d'une avarie des machines.

Le rappel de certains travailleurs et l'embauche de nouveaux travailleurs dans le secteur des appareils et du matériel électriques indiquent une augmentation de la production. Edwards of Canada Limited d'Owen Sound, fabricant de matériel de signalisation électrique, a réembauché 19 employés en novembre. RCA Limited à Midland a continué d'engager des femmes pour le montage et TRW Electronic Components Limited à Collingwood a rappelé 150 ouvrières à partir du 30 novembre par suite d'un nouveau contrat.

Trois nouvelles conventions collectives ont été négociées en novembre. La Canadian Pittsburgh Industries Limited à Owen Sound, fabricant de verre à vitres, a signé une convention de deux ans accordant à ses 300 employés une augmentation de 35¢ de l'heure pour le taux de base de \$2.38, qui sera suivie d'une autre augmentation de 25¢ en octobre 1971. De même, une convention de deux ans a été négociée entre Boyles Industries Limited à Orillia et la section locale 7339 des Métallurgistes Unis d'Amérique. La convention stipule une augmentation de sept pour cent à dater de novembre 1970 et une augmentation supplémentaire de sept pour cent en novembre 1971. A Orillia, une convention a été passée entre Cyanamid of Canada Limited et l'association de ses employés, qui compte 32 membres; cette convention assure une augmentation générale d'un an de 6½ pour cent.

et mis à pied leur personnel, par suite d'une réduction des commandes des usines de montage d'automobiles. Goodyear Tire and Rubber Company Limited à Owen Sound a mis à pied 28 femmes employées à la production de sièges d'automobile en mousse; vers la fin de l'année, l'exploitation de la compagnie était réduite à 50 pour cent de son potentiel estimatif. A Collingwood, on comptait que la L.O.F. Glass of Canada Limited, fabricant de pare-brise d'automobile, et la Daal Specialties Limited, fabricant de ceintures de sécurité, réembaucheraient 500 ouvriers d'usine en décembre mais rien ne s'était encore produit au moment de la rédaction de cet article. Elles avaient fermé leurs usines plus tôt en octobre. A Midland, Motorola (Ontario) Limited, usine de montage de radios d'automobile, a mis à pied 29 ouvrières de montage en novembre pour essayer d'améliorer l'efficacité. Par contre, la North American Rockwell Corporation à Bracebridge, fabricant d'accessoires automobiles, a rappelé 68 travailleurs parmi les 90 qu'elle avait mis à pied en octobre par suite de la grève à la GM. De même, la division des pneus de la Mansfield-Denman General Limited à Barrie augmente graduellement son personnel en embauchant chaque mois de 10 à 12 employés.

Le secteur des produits du bois a été marqué par une réduction de l'activité de fabrication et un faible taux d'embauche. Les fabricants de meubles de la région de Walkerton espéraient que les affaires reprendraient après l'exposition de meubles habituelle de la mi-janvier. Kaufman Furniture Limited à Collingwood a mis à pied 25 travailleurs en novembre pour essayer d'accroître son efficacité. Comme il apparaît que les ventes sont également ralenties, la compagnie devra peut-être envisager de réduire encore son personnel temporairement. Un prêt non remboursable de \$100,000 a été accordé à la Canada Wood Specialty Limited à Orillia en vertu du programme de péréquation de l'industrie de l'Ontario. Ce prêt favorisera le programme actuel d'expansion de la Compagnie y compris la construction d'une usine de \$650,000 qui fournira 41 emplois dans les années à venir.

Aucun mouvement de main-d'oeuvre n'a été relevé dans les industries des denrées alimentaires alors qu'elles procèdent généralement à des mises à pied d'environ un mois à l'époque de Noël.

Dans le secteur de l'outillage, Black Clawson-Kennedy Limited, fabricant de matériel lourd pour l'industrie des pâtes et papiers a mis à pied 20 ouvriers en novembre à cause du ralentissement général de l'économie. La compagnie étudie à l'heure actuelle un nouveau type d'usine de traitement des déchets utilisant des techniques mises au point dans l'industrie du papier.

placements ont également diminué dans la région. Par contre, la branche des services correctionnels de la province de l'Ontario projetait une expansion dans le comté de Halton; elle comptait construire trois principaux bâtiments l'année prochaine ou dans les deux années à venir, créant ainsi une demande d'une centaine d'employés. Cette même branche construit à l'heure actuelle à Oakville un centre de réception et d'orientation qui, d'après les prévisions, doit être achevé en décembre 1971. Il est prévu qu'un personnel de 120 employés sera embauché, en particulier des psychiatres, des physiologistes, des spécialistes de psychométrie, des assistantes sociales et du personnel de service comme des cuisiniers, des blanchisseuses et des mécaniciens d'entretien.

Dans le secteur des transports, des communications et des services publics, les entreprises de transport automobile qui se consacrent au transport des produits de la General Motors uniquement ont été gravement touchées par le conflit du travail. La Dominion-Consolidated Truck Lines Limited de Toronto a mis à pied 75 de ses employés d'Oshawa. Cependant, une pénurie certaine de conducteurs de remorques à tracteur a été enregistrée dans la région de Brampton. Par suite d'une récente convention des salaires dans la région d'Oshawa, les camionneurs recevront \$5.06 de l'heure à la fin d'un contrat de trois ans rétroactif au mois de juillet dernier. Ces nouveaux niveaux de salaire résultent d'une augmentation de \$1.55 de l'heure pour les camionneurs et de \$1.65 pour les ouvriers d'entretien. Les titulaires de courriers engagés à temps partiel par la Poste ont commencé à travailler le 10 décembre; leur emploi durera de 10 à 12 jours. Environ la moitié des vacances ont été comblées par l'embauche de personnes qui avaient fait ce travail pour Noël 1969. Des étudiants d'université ont été considérés ensuite. Environ 560 employés de la Consumers' Gas Company Limited se sont mis en grève le 15 novembre dans tous les secteurs de l'exploitation de la compagnie en Ontario, et la grève a touché des techniciens, des réparateurs et des ouvriers d'entretien employés dans les centres de Brampton et d'Oshawa.

Dans le secteur du commerce, l'activité dans les quelques dernières semaines a été plutôt lente, à part les supermarchés qui ont connu une activité considérable du fait de la guerre des prix actuelle. Cependant, il n'y a que quelques magasins qui ont demandé de l'aide pour trouver des employés supplémentaires, étant donné que la plupart avaient déjà suffisamment de demandes dans leurs dossiers. A Oshawa les marchands ont senti les répercussions de la grève de l'automobile. Une perte de plus de \$1 million par semaine pour l'économie de la région

est considérable et les offres d'emploi ont diminué de façon marquée par rapport au niveau de l'année dernier.

Dans le secteur des services sociaux, commerciaux et personnels, la situation a peu changé au cours de la période étudiée. Des travailleurs en chômage par suite des mises à pied dans les usines étaient disponibles et prêts à accepter des emplois de serveuses et de valets de cuisine, mais les em-ployeurs étaient peu enclins à former ces candidats pour un travail temporaire seulement. La demande et la pénurie continuent de façon de ménage rési-dant sur les lieux semblaient persister dans toute la région. Il y a eu une demande assez forte de serveuses, de cuisiniers, de laveurs de vaisselle et de personnel de maisons de repos qualifiés. La section locale 251 du Syndicat canadien de la fonction publique a approuvé et ratifié une nouvelle convention de deux ans touchant 210 employés de l'hôtel de ville d'Oshawa. Le contrat assure une augmentation de 9.0 pour cent la première année et de 7.5 pour cent la deuxième et le paiement à 100 pour cent des garanties d'assurance-maladie en décembre 1971.

L'activité dans le secteur des occupations professionnelles, techniques et de direction a été dominée par la demande de techniciens d'hôpital. Certaines vacances ont été enregistrées dans des postes de psychiatres, techniciens en radiologie, techniciens médicaux et physiothérapeutes. Par contre, il y avait un surplus de main-d'oeuvre dans d'autres occupations de cette catégorie. Les travailleurs ayant occupé des postes de gestion intermédiaires ont eu des difficultés à trouver du travail étant donné le manque de postes disponibles. Les employeurs sont restés extrêmement sélectifs.

BAIE GEORGIENNE

Les conditions de l'emploi ont continué à se détériorer dans toute la région économique de la Baie Georgienne: la baisse saisonnière a été aggravée par les mises à pied chez les fournisseurs locaux des usines de General Motors of Canada Limited toutes chées par la grève. D'autres secteurs de la fabrication ont continué de souffrir du ralentissement de l'activité économique et de la lenteur dans la demande des consommateurs. Bien que certains progrès aient été apparents dans l'industrie de la construction et dans le secteur des loisirs, ils n'ont pas pu compenser la diminution générale de la demande de main-d'oeuvre et la prudence extrême manifestée par les employeurs dans leur politique d'embauche. Dans les industries de fabrication, plusieurs fabricants de pièces automobiles ont fermé leurs usines

rappart à la même période l'an dernier. Par suite de la grève à la General Motors, Coultier Manufacturing Limited d'Oshawa a mis à pied 20 hommes et 36 femmes et la division de Georgetown de Standaard Products of Canada a mis à pied indéfiniment 16 hommes et six femmes en décembre. Par contre, Houdaille Industries Limited d'Oshawa a réembauché certains ouvriers en novembre pour la production de pare-chocs pour les usines de montage d'automobiles aux États-Unis. Tout le personnel de 521 employés avait été mis à pied auparavant pour un mois par suite de la grève à la General Motors. Alors que l'industrie n'a pas embauché d'ouvriers de chaîne de montage, le service d'entretien de Ford a indiqué qu'il avait quelques postes vacants pour des soudeurs, installateurs de machines fixes et électriciens.

La situation globale dans l'industrie de la construction

La situation globale dans l'industrie de la construction s'est quelque peu améliorée, bien que l'activité dans la région soit restée sous l'effet du ralentissement général de 1970. Dans la région de Brampton, 822 appartements étaient en construction ou au stade de la planification. Un centre commercial sera construit à Kennedy Road nord ainsi qu'un nouveau centre à Heart Lake Road. Par contre, un projet de \$10 millions de la Muir Hill Investments Limited pour la rénovation du centre ville de Brampton a été abandonné parce que la compagnie n'a pas pu achever l'achat des terrains. Etant donné que la plupart des travaux de construction domiciliaire sont entre les mains de sous-traitants de l'extérieur qui utilisent la main-d'oeuvre de leur propre région, la demande d'ouvriers de construction à Brampton a été faible au cours de l'année. À Oshawa, la valeur totale des permis de construction émis pendant le mois d'octobre était de \$6.7 millions y compris 151 permis de construction résidentielle évalués à \$5.3 millions. Les principaux travaux étaient un immeuble de rapport de 258 appartements, une maison de santé et un nouveau bâtiment pour une bibliothèque. La région sera dotée d'une nouvelle maison de santé pour personnes âgées de 100 lits qui sera en fonctionnement en février 1971. Le centre de Main-d'oeuvre du Canada local a placé un certain nombre de manoeuvres, menuisiers et cimentiers pour ce travail de \$1 million. Quand elle sera achevée, la maison de santé emploiera environ 100 personnes. Le conseil a approuvé le projet de construction d'un nouveau complexe de \$800,000 pour la police municipale de Whitby et la construction en a été autorisée. Par contre, dans la région d'Oakville, les mises en chantier de logements et d'appartements ont connu un certain ralentissement. En novembre on n'a émis que 70 permis pour une valeur estimative de \$670,000. Les vacances et les

Limited agrandit son usine; le bâtiment coûtera \$2 millions et doit être achevé à la fin de 1971. Dans le secteur des produits métalliques, Greening Donald Limited, fabricant de réceptifs et de grillages métalliques à Orangeville, a mis à pied 26 employés à salaire horaire en novembre. Il est prévu que la compagnie commencera à réembaucher du personnel avant la fin de l'année. Phoenix Manufacturing Company Limited de Milton, producteur de revêtement en toile et en plastique, a congédié sept hommes et cinq femmes le 5 novembre par suite d'une diminution des commandes. Pour la même raison, P. L. Robertson Manufacturing Company Limited à Milton, fabricant de vis et de dispositifs de fixation, a mis à pied 35 ouvriers le 5 novembre. Lyman Tubes Limited, situé auparavant à Hamilton et Montréal, va bientôt reprendre l'exploitation dans ses nouveaux locaux à Oakville. On ne dispose d'aucun renseignement sur les intentions d'embauche de la compagnie. Dans le secteur des appareils et du matériel électriques, 2,500 membres de la section locale 531 des Ouvriers Unis de l'électricité se sont mis en grève le 3 novembre contre la Northern Electric Company Limited à son usine de Bramalea. Un règlement pour une période de 30 mois a été conclu après 4½ semaines. La division des appareils portatifs de la Canadian Westinghouse Limited à Orangeville a engagé quelques ouvriers de montage, ce qui a porté le total de son personnel à 167 employés.

Dans le secteur du matériel de transport, la situation de l'emploi était encore sous l'influence des événements dans l'industrie de l'automobile. La grève contre la General Motors of Canada Limited a été réglée à la mi-décembre.

Ford Motor Company of Canada à Oakville a prévu du travail supplémentaire pour la première fois depuis plus de deux ans pour la dernière semaine de novembre, par suite de la demande croissante d'automobiles de dimensions standard, mais le rationnement des pièces et accessoires importés s'est fait sentir de plus en plus dans l'industrie. Il en est résulté un arrêt de la production à l'usine de Brampton d'American Motors (Canada) Limited pendant la première et la dernière semaines de novembre et à ce moment-là 1,200 monteurs ont été mis à pied temporairement puis 1,000 autres ouvriers ont été mis à pied pendant la semaine du 11 décembre. Cette situation ressort des statistiques de l'industrie dans son ensemble: les ventes de nouveaux véhicules automobiles au Canada en octobre ont diminué de 7.5 pour cent par rapport à l'année précédente, tandis que la part du marché canadien entre les mains des fabricants d'outre-mer a continué d'augmenter. Entre janvier et octobre, les ventes de voitures importées ont augmenté de 16.5 pour cent par

neté et possédant une expérience de nombreuses années chez un employeur donné. Les fermiéristes ont amené un nombre plus élevé d'inscriptions de dessinateurs, de techniciens et d'ingénieurs qualifiés. Parmi les autres personnes en quête d'un emploi, on remarque des directeurs des achats, des gérants de crédit, des cadres stagiaires, des adjoints de l'administration, des programmeurs et des analystes de méthodes. Au même moment, le nombre de débouchés professionnels baissait régulièrement au cours de l'année 1970. À la fin de l'année, il était inférieur de 40% à celui de l'année précédente. Cela constituait un contraste par rapport au climat saisonnier habituel dans lequel le nombre de postes vacants augmentait régulièrement de janvier à août et diminuait ensuite quelque peu. Les postes disponibles se limitaient aux directeurs d'entreprises industrielles et de chefs de travaux de production. À la suite du manque de postes vacants, certains candidats étaient prêts à accepter des postes dans lesquels leurs compétences n'étaient pas entièrement mises à contribution. Toutefois, certains employeurs hésitaient à embaucher un candidat aux compétences trop développées en raison de la possibilité de son départ dès l'amélioration de la situation. Dans certaines usines, on a signalé que du personnel de contrôle accepterait du travail de production plutôt que la mise à pied. Une autre conséquence du manque d'emplois professionnels a été que les immigrants de fraîche date dans ce pays ont constaté que le manque de formation canadienne constituait un handicap grave et nombre d'entre eux étaient contraints d'accepter des emplois ne nécessitant aucune qualification. La réduction du volume de la construction a conduit à des diminutions allant de 35 à 50 pour cent chez le personnel d'architectes. En outre, de nombreuses équipes d'études ont été démembrées. Par suite, la profession exprime son inquiétude quand à sa capacité de traitement des travaux importants quand la situation économique s'améliorera. Cette inquiétude s'étend à des organisations analogues, comme les entreprises de conseil en travaux de génie qui ont réduit leur personnel en raison du ralentissement des activités. Dans un ordre d'idée plus optimiste, on a assisté à une augmentation de la demande de techniciens agréés de laboratoire médical dont les effectifs continuent à être réduits et d'assistants sociaux hautement qualifiés et titulaires d'un diplôme de maîtrise.

CENTRE DE L'ONTARIO

La situation du marché du travail dans le centre de l'Ontario a continué d'être dominée par le conflit du travail entre les Travaillieurs Unis de

En agriculture, l'activité saisonnière était déjà terminée. On pouvait constater une demande limitée de valets de ferme pour l'exploitation laitière et l'élevage des bovins, mais les salaires offerts étaient inférieurs aux chiffres établis plus tôt cette année. Les ventes de légumes dans toute la région ont été touchées par la guerre des prix entre les chaînes de supermarchés; les exploitants de légumes se sont abstenus de vendre à ces prix réduits.

Dans les industries de fabrication, de nouvelles entreprises ont fermé leurs portes et ont mis à pied leur personnel, mais ces mises à pied ont été partiellement compensées par le rappel de certains employés et l'embauche de nouveaux employés pour répondre à l'expansion de certaines usines. Kirk-Containers Limited de Brampton, fabricant d'emballages de carton ondulé, a mis fin à sa production en novembre et a mis à pied 55 travailleurs rémunérés à l'heure à divers niveaux, allant des manœuvres aux métiers spécialisés, par suite d'une forte concurrence et d'un manque de commandes. Dans le secteur des produits du cuir, la production est revenue à la normale à l'usine de Robson-Lang Leathers d'Oshawa après une grève de 7½ jours déclarée par 196 employés. Dans le secteur des produits chimiques, Monsanto (Canada) Limited d'Oakville a mis à pied indéfiniment 34 ouvriers par suite d'une réduction des commandes. Par contre, Canadian Industries Limited à Brampton, fabricant de matériaux à revêtement adhésif, a réembauché 5 des 20 ouvriers de production qu'elle avait mis à pied en octobre. À Brampton également, Morgan Adhesives of Canada Limited a commencé l'installation d'une chaîne de montage supplémentaire qui doit fonctionner en janvier 1971 et qui fournira du travail à cinq à dix manœuvres. Le-pages Limited de Toronto, fabricant de produits adhésifs et de peinture, a poursuivi la construction d'une usine de 95,000 pieds carrés sur un terrain de 10 acres à Bramalea; cette usine permettra une expansion de la fabrication au début de 1971. Les besoins de main-d'œuvre de la compagnie n'ont pas encore été dévoilés. À Aurora, la Sterling Drugs

Dans le secteur de la finance, de l'assurance et de l'immobilier les postes vacants concernant les employés de bureau qualifiés ont nettement diminué entre les mois d'octobre et novembre. Les compagnies d'assurance continuaient à rechercher des représentants pour lesquels on signalait une forte pénurie au mois de novembre car la plupart des postes à remplir n'étaient rémunérés qu'à la commission seulement, ce qui représentait peu d'attrait pour les employés éventuels. Les entreprises immobilières recherchaient, vers la fin de l'année, du personnel de nettoyage bien que l'automatisation et des méthodes plus efficaces aient habituellement diminué ce genre de demandes par rapport aux années précédentes.

Dans les services individuels, commerciaux et sociaux, l'expérience des salons de coiffure avec le marché du travail a varié dans de grandes proportions. Toutefois, dans l'ensemble, la demande de coiffeurs pour dames et de cosméticiennes qualifiées a été élevée et, par rapport à l'année précédente, les pénuries se sont accrues. Les hôtels et les restaurants envisageaient un bon volume d'affaires pour la période des fêtes. Leurs besoins étaient orientés vers les chefs cuisiniers, les garçons et les serveuses qualifiées. Les pénuries de bonnes à tout faire et d'aide-ménagères restaient très fortes. Toutefois, les salaires peu élevés et les conditions de vie dans les foyers continuaient à décourager les candidats malgré la rareté des offres d'emplois. Les offres de travail dans les postes de Toronto pour la période des fêtes ont dépassé de 5,000 le chiffre de 1969. Alors que la demande pour les métiers des services industriels (métiers d'entretien, ingénieurs mécaniciens, mécaniciens et dépanneurs automobiles) a été assez forte, les pénuries des mois précédents ont été considérablement réduites dans la région de Toronto. Un roulement plus faible a diminué le nombre de postes vacants signalés aux centres de Main-d'oeuvre du Canada. On continue à demander des réparateurs de télévision pour lesquels l'accent est porté sur la connaissance de la télévision en couleurs.

La demande de personnel ayant des qualifications professionnelles techniques et administratives a été limitée. Le nombre de candidats inscrits dans les centres de Main-d'oeuvre du Canada a augmenté régulièrement depuis la fin du premier semestre et, à la fin de l'année, il atteignait presque le double du chiffre de juin. Cette situation a été provoquée par une expansion économique plus lente qui a conduit de nombreuses entreprises à réorganiser leurs activités et à mettre à pied du personnel professionnel, surtout au niveau de supervision et des cadres moyens. Une proportion importante de ces candidats comprenait des employés ayant une longue expérience

aux niveaux de l'année passée.

Un point important et réjouissant dans le secteur du commerce de détail sera l'ouverture du centre commercial Sherway Gardens, au croisement de la route 27 et de l'autoroute de la Reine Elizabeth, projetée pour le 24 février 1971. Ce centre commercial comportera 130 magasins. Ceux de Robert Simpson Company et de Eaton's of Canada seront parmi les plus importants. L'embauche totale par les locataires du centre commercial a été estimée à environ 2,100 personnes. La plus grande partie du recrutement véritable aura lieu du début de janvier jusqu'à la mi-février. Parmi les postes disponibles, on note ceux de vendeurs, de cuisiniers, d'aides de cuisine, de nettoyeurs et de porteurs.

Dans le secteur des transports, des communications et des services, il n'y a eu aucune pénurie de chauffeurs de camion expérimentés au cours des mois de novembre et décembre. La demande était presque uniquement limitée aux chauffeurs de circuits de livraison et de livraisons par camion léger. Cette situation était due, dans une grande mesure, aux livraisons amenées par les vacances. Dans de nombreux cas, il ne s'agissait que de postes saisonniers et à court terme. La demande de chauffeurs de camions lourds ou de remorques de transport était minimale. En fait, de nombreux chauffeurs étaient défavorablement touchés par la grève de General Motors. A Mississauga, Charterways Limited a signé un contrat de 30 mois, au début de décembre, avec 24 chauffeurs d'autobus, membres de la division 107 d'Amalgamated Transit Union. Cet accord a augmenté l'ancien salaire de \$2,60 de l'heure de 95 cents, ce qui représente une augmentation de 36,5 pour cent pour la durée de l'accord. La première année doit donner lieu à une augmentation de 30 cents. Dans un autre conflit ouvert, 57 mécaniciens et manutentionnaires de bagages, membres de la loge 717 de l'Association Internationale des Machinistes, n'avaient pu, au moment de la rédaction de cette revue, parvenir à une entente avec Genaire (1961) Limited, une entreprise d'entretien d'aviation utilisée par American Airlines et Wardair Canada Limited pour leurs activités de Toronto. Chez Consumers' Gas Company, 560 membres du local 161 de l'Union Internationale des Travailleurs de l'Industrie Chimique, qui s'étaient mis en grève à Toronto et dans les municipalités environnantes le 16 novembre, n'avaient toujours pas repris le travail à la mi-décembre. En novembre, dans les industries des services, la demande est restée nettement inférieure

aux niveaux de l'année passée.

S.T.O.L. dans les villes fortement peuplées du pays et dans les délais les plus brefs. Par ailleurs, Garrett Manufacturing Limited a mis à pied 50 ouvriers pour une période indéfinie dans son usine d'accessoires et d'éléments d'avion de Rexdale à la suite d'un manque de commandes. Fruheau Trailer Company of Canada Limited de Mississauga, fabricant de tracteurs-remorques lourds a progressivement mis à pied environ 90 ouvriers de production et d'entretien au cours du second semestre. Cela est dû dans une large mesure à l'incertitude provoquée chez la clientèle par les nouvelles normes provinciales concernant les caractéristiques des charges d'essieux.

Dans l'industrie des produits du caoutchouc, Goodyear Tire and Rubber Company of Canada Limited a mis à pied 1,300 personnes au début de décembre. Cet effectif doit être rappelé dès le début de la nouvelle année. On a attribué cette mise à pied à un besoin d'ajustement de stocks en partie provoqué par la grève en cours chez General Motors of Canada Limited.

Dans le secteur de la **construction**, le rythme s'est considérablement accéléré dans les derniers mois de 1970 quoique cela ne se soit pas immédiatement traduit par des emplois nouveaux. Les mises en chantier de logements qui, au cours du premier semestre étaient inférieures à la moitié de la période correspondante de 1969 se sont solidement rétablies et n'étaient en baisse que de 7 pour cent pour la période de janvier à novembre. Les permis pour tous les types de constructions qui, en octobre seul, étaient supérieurs d'un tiers au niveau de l'année précédente, reflètent des conditions analogues. Pour les dix premiers mois de 1970, le nombre de ces permis n'était inférieur que de 1,4 pour cent à l'année précédente. En fait, au début du mois de décembre, la Commission immobilière de Toronto envisageait une année de record de 750 millions de dollars en permis de construction pour 1970.

Parmi les projets importants en cours à la fin de l'année, on notait le siège social de la division UNIVAC de Sperry Rand of Canada Limited à Mississauga (20 millions de dollars); la dernière phase de l'échangeur de l'autoroute Macdonald-Cartier et de la route 27 par C. A. Pitts General Contractors Limited (11,4 millions de dollars); un édifice de 32 étages au coin des rues Bay et Richmond entrepris par Y & R Properties Limited et le Centre I.B.M. de traitement de l'information et l'édifice Allstate of Canada, élément d'un projet de 30 millions de dollars de Y & R Properties, au coin de la voie rapide du Don Valley et de l'autoroute Macdonald-Cartier. Vers la fin de l'année, il a été annoncé d'importants projets de construction par Howard Investments Limited concernant trois im-

personnel.

Dans le commerce de l'épicerie de détail où une guerre des prix avait commencé au début de novembre, on a signalé fort peu de nouveaux embauchages en raison de la nécessité de maintenir des frais à un minimum. En fait, l'annonce faite à la fin novembre par une chaîne importante de magasins d'alimenta-

mis en chantier.

Le secteur du **commerce de détail** a lancé des campagnes importantes de promotion et de publicité afin d'apporter une amélioration en fin d'année et d'amener les ventes de l'année aux niveaux de 1969. Le redressement de la situation de l'embauche n'était pas supérieur à la normale pour la saison des vacances. Les détaillants n'ont rencontré aucune difficulté à satisfaire leurs besoins saisonniers d'ouvriers grâce au chômage rencontré dans d'autres métiers. La construction apparente d'une augmentation des pertes en quête d'un travail s'ajoutant à l'augmentation des postes vacants dans le secteur des ventes s'explique par le fait qu'un grand nombre de débouchés offerts représente des travaux à la commission seulement. Les petites entreprises de détail ont remarqué une tendance en hausse à la division du travail d'équipe due aux tentatives des employeurs de diminuer leurs frais par une réorganisation du

On n'a pas encore pleinement ressenti les effets de cet accroissement d'activité dans les métiers de la construction. Le nombre de postes vacants était inférieur au niveau moyen et l'inscription de candidats était supérieure à celle de l'année précédente. Toutefois, la situation s'améliorait à mesure que l'année avançait. À la fin de l'année, il y avait, dans la construction, moins de gens à la recherche d'un emploi qu'il n'y en avait au milieu de l'année. Cette tendance est contraire à l'aspect saisonnier normal. On pense que cette lente amélioration se poursuivra à mesure que les nouveaux projets mentionnés ci-dessus seront mis en chantier.

meubles de rapport à East York (20 millions de dollars); par Del Zotto Enterprises Limited pour la construction d'un immeuble de rapport à Etobicoke (5,45 millions de dollars) et la construction de différents immeubles de rapport à North York (presque 7 millions de dollars); par Chrysler Canada Limited pour un entrepôt de pièces à Mississauga qui doit remplacer les installations actuelles de Rexdale (15 millions de dollars) et la construction d'un complexe de bureaux et de magasins de 32 étages au coin des rues Bloor et Yonge par la Banque Impériale Canadienne de Commerce et Odddenino Group de London. On espère généralement que l'amélioration continue de la politique monétaire renouvellera l'intérêt apporté aux projets de construction.

a été particulièrement touchée en raison de la lenteur de l'expansion économique, de la prudence des dépenses du consommateur et d'une rude concurrence de la part des producteurs d'outre-mer. Philips Electronics Industries Limited a perdu un contrat de radios d'automobile et de magnétophones à cartouche avec Chrysler Corporation. On estime que ce contrat vaut 20 millions de dollars de production annuelle. En conséquence directe, on envisageait, d'ici la fin de 1970, la mise à pied de 100 employés d'atelier mécanique et d'un personnel de montage de 100 à 125, en majorité féminin. On s'attend au congédiement de 300 autres employés en 1971.

Chez Canadian General Electric, il semble maintenant que la date limite d'arrêt de la production de tubes-images de téléviseurs en noir et blanc à l'usine de Rexdale sera avril 1971 plutôt que décembre 1970. La compagnie a reclassé seize des 155 employés touchés dans son usine de Lansdowne Avenue. A Scarborough, Smith-Corona Marchant, fabricant de machines à écrire, a mis à pied, pour une période indéterminée, 14 employés et 37 employés de production au début de novembre à la suite du manque de commandes. Standard Coil Products (Canada) Limited, fabricant de blocs d'accords de télévision, a, à la mi-décembre, mis à pied pour une période indéfinie 105 de ses 150 employés de production pour la même raison. D'autre part, Canadian Admiral Corporation Limited de Port Credit, fabricant de téléviseurs et d'autres appareils électroménagers, qui avait mis à pied 150 employés de production au début de l'automne les avait tous rappelés en novembre à l'exception de 20 d'entre eux. A Mississauga, chez ESB Canada Limited, fabricant de batteries d'accumulateurs, la grève de 149 ouvriers à salaire horaire commencée le 28 septembre 1970 et concernant un renouvellement de contrat était sans solution au moment de la rédaction de cette revue.

Les industries de matériel de transport présentent de cette revue.

Aircraft Company of Canada Limited était occupée par un contrat de fourniture d'ailes de DC-10 à la compagnie mère et poursuivait le rappel d'employés qui avaient auparavant été mis à pied. La situation de l'emploi est renforcée par les propres prévisions des ventes qui passeraient d'un chiffre estimé de 57 millions de dollars en 1970 à plus de 100 millions de dollars en 1971. Les perspectives concernant l'Aircraft of Canada Limited à Downsview, étaient rehaussées par une commande de Nordair Limited et par les dernières recommandations du Conseil des Sciences du Canada sur l'implantation de réseaux

compagnie, qui a récemment vendu son affaire d'édition de livres, avait prévu que l'usine serait fermée en cas de refus de l'offre.

En dépit du ralentissement normal de cette période, les activités étaient excellentes dans certains secteurs de l'industrie de l'habillement comme les vêtements de ski et d'hiver. On faisait face à des pénuries d'opérateurs expérimentés de machine à coudre. Ainsi que cela a été le cas pour d'autres métiers au cours de la période récente d'expansion lente, les employeurs ont demandé des niveaux de qualifications professionnelles plus élevés sans accorder d'augmentations de salaires en conséquence. La section des ouvriers du cuir et de la fourrure du Syndicat des Travailleurs Canadiens de l'Alimentation et d'autres Industries a signifié que dans leur prochain contrat de deux ans avec l'industrie de la fourrure, elle a l'intention de demander une semaine de quatre jours et de trente-deux heures ainsi qu'une augmentation de salaire de \$50 par semaine (les minimum actuels sont de \$121 pour les opérateurs et de \$131 pour les coupeurs). L'accord en vigueur, qui intéresse 2,500 ouvriers de Toronto, Montréal et Winnipeg, arrive à expiration en avril 1971.

La grève de l'automobile continue à toucher les industries métalliques de la région de Toronto. En particulier, les petits ateliers d'emboutissage ont du retarder dans certains cas leur intentions d'emboutissage et dans d'autres cas, ils ont dû procéder à bauchage et dans d'autres cas, ils ont dû procéder à des mises à pied. Les augmentations de personnel étaient de faible envergure. Dans certaines entreprises, le personnel quittait normalement l'emploi n'était pas remplacé. En particulier, les métiers de la soudure et de la tôle ondulée se sont trouvés en excédent. Par ailleurs, la demande de polisseurs sur métaux est restée élevée. A Port Credit, Dominion Metalware Industries Limited a mis à pied la totalité de ses 80 ouvriers de production au début de novembre à la suite d'une pénurie de commandes de remblaiement métallique utilisé dans les établissements d'utilité publique. Les métiers touchés comprennent les ferblantiers, les opérateurs de freins, les brasiers, les soudeurs et les opérateurs de presse à emboutir. Dans l'ouest de Toronto, Aluminium Goods Limited, fabricant de bateaux et d'autres produits, a dû procéder à une mise à pied importante qui a été récemment tempérée par quelques rappels. Johnson, Matthey & Mallory Limited se trouvait impliquée dans un conflit avec 278 membres du local 2437 des Travailleurs sur métaux précieus. Cette compagnie avait récemment transféré une partie de ses activités à Woodstock. Le syndicat demandait une indemnité de licenciement, la possibilité de suivre la compagnie si celle-ci décidait de mettre fin à ses activités à Toronto.

Cette année, l'industrie des produits électriques

EVOLUTION DES INDUSTRIES PAR DISTRICT

NOVEMBRE-DÉCEMBRE 1970

1 - TORONTO ET CENTRE DE L'ONTARIO RÉGION MÉTROPOLITAINE DE TORONTO

A Toronto, la situation générale offrait des aspects à la fois positifs et négatifs pour la période des mois de novembre et de décembre. Certains signes de revirement étaient évidents dans le logement et dans les autres activités de construction ainsi que dans le commerce de détail. Ce rétablissement n'était néanmoins pas assez puissant pour amener une amélioration substantielle de la situation de l'emploi. Il importe également de noter qu'il y a normalement un retard de plusieurs mois avant qu'un tel revirement dans l'emploi se produise.

A Toronto, le nombre de personnes cherchant un emploi a régulièrement augmenté au cours de l'année 1970. Parmi les personnes en quête de travail, un grand nombre sont nouvelles venues dans la région métropolitaine. Il s'agit essentiellement de jeunes gens, diplômés scolaires et de collage et de nouveaux Canadiens faisant face aux problèmes d'adaptation, devant apprendre une nouvelle langue et cherchant à faire accepter leurs qualifications professionnelles.

Dans certains districts de la ville où le nombre de postes vacants était assez élevé, ces postes étaient offerts à des personnes non qualifiées ou semi-qualifiées. Toutefois, en raison des niveaux élevés et bien connus de chômage, les employeurs ont élevé leurs exigences et leurs normes d'embauchage. Un certain nombre des pénuries continues dans certains métiers ont été réduites ou même supprimées. Dans la région métropolitaine, ces métiers comprenaient les secrétaires et les sténographes, les dictadactylographes, les employés de vente, les serveuses de restaurant et les mécaniciens d'automobile.

En 1970, les industries de fabrication n'ont pas suffisamment créé d'emplois pour soutenir le rythme de l'augmentation de l'effectif de main-d'oeuvre. Par ailleurs, les mises à pied, les fermetures et les conflits, en particulier, celui de General Motors of Canada, sont venus accroître les effectifs de chômage, en recherchant activement un emploi. L'emploi, surtout dans les métiers mécaniques, est tombé à un faible niveau. Les débouchés pour les archivistes, les dactylographes et les perforatrices ont également diminué. Par suite, les employeurs ont pu faire leur sélection à partir d'un groupe plus important de

candidats. Ils ont également pu combler certains de leurs postes vacants à partir de demandes directes sans avoir recours aux centres de Main-d'oeuvre du Canada.

Dans l'industrie de traitement des aliments, la récente guerre des prix entre les détaillants a contribué à maintenir le niveau d'emploi dans les entreprises de préparation de la viande. Canada Packers Limited a agrandi les installations de sa section gelatine. Cela aura pour effet de créer quelques emplois nouveaux. Toujours dans le domaine de la préparation de la viande, Swift Canadian Company Limited a ratifié un accord de trois ans avec environ 400 membres, répartis dans tout le Canada, du Syndicat des Travailleurs Canadiens de l'Alimentation et d'autres Industries. En vertu de ce nouveau contrat qui doit entrer en vigueur le 1^{er} janvier 1971, c'est-à-dire trois mois avant l'expiration au 1^{er} avril 1971 de l'accord en vigueur, les salaires et les avantages sociaux augmenteront de plus de \$1 de l'heure, soit plus de 30 pour cent. A partir du 4 janvier 1971, l'accord assurera la parité d'emploi pour les employés tout en améliorant les avantages de retraite et de vacances.

L'industrie de l'ameublement a subi une année particulièrement difficile. La demande d'ouvriers a été faible ou inexistante et on a fait face à un surplus d'ouvriers qualifiés en quête d'emplois. Les tapis-siers expérimentés étaient le seul métier en pénurie. Baldwin Piano Company (Canada) Limited a cessé toute fabrication d'orgues électriques à Downsview. Cette mesure a touché 22 ouvriers et la compagnie n'a gardé que du personnel de distribution et de service en place.

Les matériaux de construction ont également été touchés. Les entreprises de production de matériaux préfabriqués pour les logements nouveaux ont rencontré des difficultés. Domett Construction Materials Limited a fait part de projets visant à la réduction de la production dans son usine de matériaux argileux de Mississauga pour avril 1971. Cette mesure touchera 150 employés sur un effectif total de 260 personnes.

Dans l'imprimerie, l'édition et les industries annexes, la demande d'ouvriers a été faible. W. J. Gage Limited a fermé son usine de papeterie au mois de novembre après que 70 employés, membres du local 28 de la Fraternité internationale des relieurs, aient repoussé une hausse de salaire de huit cents de l'heure sur un contrat de deux ans. La

INDICES D'EMPLOI ET SALAIRES ET TRAITEMENTS HEBDOMADAIRES MOYENS,
EMPLOIS INDUSTRIELS POUR DES RÉGIONS URBAINES DÉTERMINÉES

EN ONTARIO, PAR DISTRICT

SEPTEMBRE 1969 ET 1970

Salaires et traitements hebdomadaires moyens	septembre 1970*	septembre 1969	Indices d'emploi 1961 = 100		septembre 1970*	septembre 1969	\$
Toronto et centre de l'Ontario	Brampton	300.7	291.7	131.89	124.05	143.57	126.20
	Oshawa	89.3	147.6	136.85	126.20		
	Toronto métropolitain	136.0	137.3				
	Nord de l'Ontario	129.5	127.0	126.62	117.64	115.87	126.42
	Thunder Bay	117.2	117.6	129.23	117.64	115.87	126.42
	Sault Ste-Marie	128.1	71.2	153.06	126.42	128.49	110.72
	Sudbury	133.2	56.3	158.94	128.49		
	Timmins	72.3	72.9	120.68	110.72		
	Est de l'Ontario	130.1	129.5	113.87	104.24	118.10	113.33
	Bellefleur	133.3	130.0	128.30	118.10	113.33	124.93
	Brockville	128.8	140.4	121.99	113.33	113.41	124.93
	Cornwall	142.3	141.0	122.19	113.41		
	Ottawa-Hull	141.9	144.6	134.26	124.93		
	Peterborough	127.8	141.3	116.94	110.97	114.39	122.65
Niagara-Hamilton-Centre-ouest de l'Ontario	Brantford	127.8	141.3	116.94	110.97	114.39	122.65
	Guelph	141.3	143.6	124.36	114.39	122.65	110.84
	Hamilton	126.5	110.3	137.95	110.84	111.94	134.85
	Kitchener	154.4	159.6	119.77	110.84	111.94	134.85
	Niagara Falls	128.3	125.4	113.41	111.94	113.41	134.85
	St. Catharines	117.4	148.9	136.50	134.85	106.20	140.78
	Stratford	147.1	155.8	113.89	106.20		
	Welland	117.3	101.7	151.98	140.78		
	Sud-ouest de l'Ontario	149.8	146.8	132.45	128.12	115.67	137.62
	Chatham	124.5	128.6	123.45	115.67	137.62	161.97
	London	204.5	217.5	141.47	137.62	161.97	148.17
	St. Thomas	133.8	145.5	165.80	148.17	148.17	114.84
	Sarnia	152.4	162.6	154.65	114.84		
	Windsor	151.8	160.4	121.07	114.84		
	Woodstock	132.7	132.1	133.99	124.15		

*Chiffres provisoires seulement.

Source: B.F.S., *Employment and Average Weekly Wages and Salaries*
L'Imprimeur de la Reine, Ottawa.

INDICATEURS DU MARCHÉ DU TRAVAIL CANADA ET ONTARIO

<i>Description</i>		<i>Date</i>	<i>Canada</i>	<i>Ontario</i>
Population	octobre 1970	octobre 1969	21,489,000	7,707,000
Immigration I (totalité des immigrants)	jan.-sep. 1970	jan.-sep. 1969	113,323	62,089
Immigration II (immigrants versés directement dans les effectifs de main-d'oeuvre)	jan.-sep. 1970	jan.-sep. 1969	60,022	33,027
Effectifs de main-d'oeuvre	novembre 1970	novembre 1969	8,400,000	3,140,000
Emploi	novembre 1970	novembre 1969	7,924,000	3,014,000
Chômage	novembre 1970	novembre 1969	476,000	126,000
Taux de chômage (pourcentage de l'effectif de main-d'oeuvre)	novembre 1970	novembre 1969	5.7	4.0
Traitements et salaires hebdomadaires moyens (moyenne industrielle)	septembre 1970	septembre 1969	128.97*	133.99*
Salaires horaires hebdomadaires moyens (dans la fabrication)	septembre 1970	septembre 1969	3.03*	3.20*
Moyenne d'heures de travail par semaine (dans la fabrication)	septembre 1970	septembre 1969	40.1*	40.3*
Nombre mensuel de mises en chantier d'habitations (zones urbaines)	octobre 1970	octobre 1969	23,161	11,073
Total de mises en chantier d'habitations (zones urbaines)	jan.-oct. 1970	jan.-oct. 1969	114,697	51,997

*Chiffres provisoires seulement.

PÉNURIES PAR PROFESSIONS EN ONTARIO

Le nombre de professions pour lesquelles les centres de Main-d'oeuvre du Canada ont indiqué 25 postes vacants ou plus est tombé à 12 en novembre 1970 après un total de 19 en octobre et de 17 en septembre. Trois professions parmi les 12 indiquées subissaient des pénuries considérables, avec plus de 100 postes vacants, une seule profession était dans le groupe moyen de 51 à 100 pénuries, et les autres indiquaient une pénurie relativement faible, soit de 25 à 50 postes vacants.

En novembre 1969, il y avait 26 professions pour lesquelles on signalait 25 postes vacants ou plus. La diminution de ce nombre par rapport à l'année passée montre la réduction de la demande de main-d'oeuvre et l'augmentation du nombre de chômeurs à la recherche de travail cette année.

Il y avait une pénurie modérée d'aide-ménagères en novembre 1970 comme en octobre. En novembre 1969, elles étaient très recherchées. Le faible niveau des salaires et la nécessité de loger chez l'employeur continuent de rendre ce travail peu attrayant malgré le manque général d'autres possibilités d'emploi. Une pénurie marquée d'agents d'assurance était apparente

en novembre 1970. Du fait de la rémunération relativement faible et du système de commission, cette profession reste peu attrayante.

Une nouvelle rubrique remarquable à la liste des pénuries en novembre 1970 était celle des aide-électroplastiques en forte demande à Sudbury. Une pénurie marquée de manoeuvres de mine s'est également produite, spécialement à Sudbury.

La demande d'opérateurs de machines à coudre était faible en novembre et légèrement inférieure au niveau moyen indiqué dans le numéro de septembre-octobre de la Revue de la Main-d'oeuvre — région de l'Ontario. Voici quelques autres changements par rapport à la liste publiée dans ce numéro-là: la pénurie de manoeuvres a été supprimée, ainsi que celle de soudeurs à l'arc, d'infirmières diplômées, de débosseurs, de piqueurs sur machine à coudre ordinaire, de machinistes, d'aide-infirmières et de serveuses. Nouvelle rubrique à la liste: aide-électroplastiques mentionnée plus haut, ainsi que vendeurs de porte à porte et tuyauteurs. La demande de tuyauteurs était concentrée surtout dans la région de Sault Ste. Marie.

PÉNURIES PAR PROFESSIONS EN ONTARIO NOVEMBRE 1970 Communiquées par les centres de Main-d'oeuvre du Canada		
Élevée	Moyenne	Faible
Agent d'assurance Aide-électroplaste Manoeuvre de mine	Aide-ménagère	Opérateur de machine à coudre-matériel ordinaire Vendeur général Vendeur de porte à porte Valet de ferme, laiterie Coiffeur Mécanicien d'automobile Mineur Tuyauteur
<div> Faible: 25 à 50 pénuries Moyenne: 51 à 100 pénuries Élevée: Plus de 100 pénuries </div>		

N.B. Dans chaque catégorie, les professions sont classées suivant le volume de la pénurie enregistrée par ordre décroissant. Une pénurie est enregistrée lorsqu'un poste reste vacant depuis plus de 30 jours et qu'il n'est pas possible de trouver sur place le personnel qualifié voulu au taux de salaire courant.

mises à pied résultant du conflit du travail à la General Motors. Certains progrès étaient apparents dans l'industrie de la construction mais l'activité est restée cependant un peu plus lente qu'à la même période l'an dernier. L'augmentation saisonnière du commerce au détail est restée inférieure à celle des années passées. Elle n'a pu compenser cette année la diminution générale dans la demande de main-d'oeuvre et la prudence extrême manifestée par les employeurs dans leur politique d'embauche.

Dans le nord de l'Ontario, la situation de l'industrie en novembre et en décembre était très favorable par rapport à celle du reste du Canada. Cependant, l'activité économique générale était bien plus lente que les deux ou trois dernières années. Les secteurs du bois et de la construction ont été particulièrement touchés, ainsi que les régions de New Liskeard, Kirkland Lake et Elliot Lake. Au contraire, dans les régions dominées par l'industrie des mines, l'emploi est resté élevé.

Aucune tendance marquée ne se dessine dans l'économie de **l'est de l'Ontario**, malgré des progrès dans certains secteurs. La reprise après la baisse des derniers mois semble se produire plus lentement qu'on ne l'avait prévu à l'origine. Le secteur de la construction a continué de donner des preuves d'amélioration pendant la période considérée, particulièrement dans les régions d'Ottawa, Brockville, Belleville et Kingston. Le nombre de permis de construction accordés, bien qu'inférieur au niveau de 1969, est plus élevé que les chiffres précédents de 1970. Le projet de la Compagnie Internationale de Papier du Canada de construire une usine de pâte et papier de \$70 millions dans la région de Belleville a été remis à 1972. Cette décision défavorable pour le marché du travail, a été prise par suite de l'instabilité des conditions du marché de l'industrie du papier.

Une diminution des commandes dans l'industrie textile a causé plusieurs mises à pied considérables. Certaines augmentations ont été indiquées dans la fabrication de meubles et l'électronique. Les ventes au détail ont connu une certaine augmentation saisonnière mais l'emploi n'a guère augmenté de façon considérable.

L'activité économique dans la région de **Niagara-Hamilton** a connu la même incertitude que dans toute la deuxième moitié de 1970. La péninsule a

* * *

été marquée surtout par le conflit du travail à la General Motors, bien que le règlement qui s'est produit plus tôt dans les usines de la Compagnie aux Etats-Unis ait légèrement réduit les conséquences secondaires du conflit sur l'emploi parmi les fournisseurs locaux à la fin de novembre et au début de décembre. Bien que les fabricants locaux de machines agricoles et de pièces d'aviation aient continué de réembaucher des ouvriers, un nombre considérable d'ouvriers mis à pied sont encore en chômage. Les secteurs de l'agriculture et de la construction ont connu un ralentissement saisonnier, particulièrement en décembre. L'augmentation saisonnière des ventes au détail et de l'emploi a été quelque peu minimisée par une diminution des dépenses de Noël. Dans cette région comme dans d'autres régions à travers l'Ontario, les Postes ont engagé un personnel temporaire très nombreux.

Le ralentissement de l'activité économique a continué de se répercuter sur les conditions de l'emploi dans le **centre-ouest de l'Ontario** en novembre et en décembre. Le secteur de la fabrication est resté bien au-dessous de son potentiel d'exploitation. Une diminution saisonnière normale s'est produite dans les industries des denrées alimentaires et de la construction, tandis que l'emploi a légèrement augmenté dans le commerce au détail, les services personnels et les Postes pour la période de pointe de Noël. La demande de personnel professionnel, technique et des cadres a connu un relâchement persistant. Moins de postes vacants ont été enregistrés l'année précédente et les employeurs sont devenus très sélectifs.

Dans les deux mois étudiés, l'activité de l'emploi dans le **sud-ouest de l'Ontario** a connu quelques diminutions saisonnières dans les industries primaires avec la fin des récoltes agricoles et la clôture de la saison de pêche commerciale. Le conflit du travail à la General Motors of Canada Limited a continué d'avoir des répercussions sur le secteur de la fabrication jusqu'à la mi-décembre. Par suite des négociations de convention mettant en jeu d'autres fabricants importants d'automobiles, l'embauche a été retardée dans certains cas jusqu'à la conclusion de ces négociations. La construction a été plutôt lente en novembre et en décembre et la demande de travailleurs y est restée faible. En outre, les ventes au détail n'ont pas connu l'augmentation normale à cette époque de l'année.

mises à pied moins importantes, plus de 25,000 travailleurs étaient touchés par le conflit au 13 décembre 1970. Un peu plus de 5,000 d'entre eux n'étaient pas employés de la General Motors. Le tableau ci-dessous indique le nombre de personnes touchées par le conflit au 13 décembre d'après les données du ministère de la Main-d'œuvre et de l'Immigration.

Le conflit a finalement été résolu le 17 décembre lorsque les membres du syndicat ont ratifié un règlement de compromis négocié la veille avec la General Motors. La convention de trois ans assure aux monteurs un salaire horaire de \$4.12 à l'heure actuelle devant atteindre \$4.51 en septembre 1973, plus une indemnité du coût de la vie dépassant treize cents de l'heure. Pour ce qui est de la part des salaires avec ceux des ouvriers aux Etats-Unis, qui ont été réglés avant la convention canadienne, le syndicat a abandonné une partie de ses revendications en échange d'autres augmentations des indemnités pour le coût pendant la durée du contrat.

Dans la région métropolitaine de Toronto, la construction domiciliaire et d'autres genres de construction ont donné certains signes de reprise en novembre et en décembre. Le commerce au détail a bénéficié d'une augmentation saisonnière. Cependant, la reprise modérée n'a pas beaucoup amélioré les conditions de l'emploi. Etant donné le grand nombre des chômeurs à la recherche d'un emploi pendant une grande partie de 1970, les employeurs ont relevé leurs conditions et leurs normes de recrutement.

Des mises à pied temporaires se sont produites dans une grande partie du secteur de la fabrication, particulièrement dans les industries en rapport direct avec l'automobile ou la production de pièces automobiles. Grâce au règlement du conflit à la General Motors, la plupart des ouvriers touchés par ce conflit seront bientôt réembauchés. On prévoit que l'inauguration du centre commercial Sherway Gardens, prévue pour février 1971, activera l'emploi dans les ventes au détail; on estime qu'au total près de 2,100 employés seront engagés.

La situation du marché du travail dans le centre de l'Ontario a été dominée par le conflit du travail à la General Motors pendant une grande partie de la période considérée. D'autres secteurs de la fabrication ont maintenu des programmes de production assez réguliers et l'industrie de la construction est restée assez active en maintenant ainsi ses travaux dans les délais.

Dans la région de la Baie Georgienne, les conditions de l'emploi ont continué à se détériorer du fait que la baisse saisonnière a été accentuée par les

Taux de chômage corrigé des variations saisonnières (en pourcentage de la main-d'œuvre)

	1970	juin	juillet	août	sept.	oct.	nov.
Canada	6.5	6.6	6.7	6.7	6.9	6.6	6.5
Région de l'Atlantique	7.6	7.7	9.5	8.5	8.8	7.6	7.6
Région du Québec	8.4	8.5	8.9	8.9	8.9	8.8	8.4
Région de l'Ontario	4.9	4.3	4.7	4.4	5.1	4.6	4.9
Région des Prairies	4.8	5.2	4.5	5.3	5.2	5.7	4.8
Région du Pacifique	8.4	10.2	10.1	9.2	8.8	8.8	8.4

novembre. Le taux marginal de la région des Prairies était inférieur à celui de l'Ontario mais le taux de toutes les autres régions était considérablement plus élevé.

Le conflit collectif entre la General Motors of Canada Limited et les Travailleurs Unis de l'automobile d'Amérique a maintenu un rôle important dans la situation du marché du travail jusqu'à la mi-décembre. Le règlement du conflit dans les usines de la General Motors aux Etats-Unis en novembre a donné lieu au réembauchage d'un certain nombre de travailleurs chez les fournisseurs de la General Motors au Canada. Un fait majeur a été le rappel d'environ 500 ouvriers à Houdaille Oshawa Limited. United-Carr Canada Limited à Brantford a réengagé approximativement 170 ouvriers tandis que 160 autres sont retournés au travail à Hayes-Dana Limited à Thorold. Avec ces faits nouveaux et d'autres

Conflit entre la General Motors et les Travailleurs Unis de l'automobile d'Amérique

Répercussions sur l'emploi* dans la région de l'Ontario

District	Total	Employés de GMC	Autres compagnies
1. Toronto et centre de l'Ontario	13,137	11,105	2,032
2. Nord de l'Ontario	—	—	—
3. Est de l'Ontario	129	—	129
4. Niagara-Hamilton, centre-ouest de l'Ontario	8,787	6,443	2,344
5. Sud-ouest de l'Ontario	3,630	2,952	678
Total de la région ontarienne	25,683	20,500	5,183

* au 13 décembre.

LES FAITS MARQUANTS

ment dans le secteur des biens durables dans la fabrication. Ce phénomène peut être imputé en partie aux mises à pied continues et aux réductions de personnel résultant du conflit de travail dans l'industrie de l'automobile. Le seul autre changement significatif dans l'industrie était une augmentation saisonnière de l'emploi dans le commerce de gros et de détail. Le nombre total de chômeurs en Ontario a augmenté de 18,000, passant de 108,000 en octobre à 126,000 en novembre. Cette augmentation mensuelle a été la première depuis juin, comme l'indique le tableau suivant:

Chômage en Ontario

(non corrigé des variations saisonnières)

(en milliers)

mai	juin	juillet	août	septembre	octobre	novembre
132	158	153	124	114	108	126

Seuls les hommes ont été touchés par l'augmentation du chômage; en effet le nombre des hommes en chômage est passé de 69,000 à 87,000. Le chômage chez les femmes, qui se chiffrait à 39,000, est resté au même niveau pour le quatrième mois consécutif. Une partie de l'augmentation totale du chômage provient cependant de facteurs saisonniers. Le niveau absolu du chômage en novembre, 126,000 personnes, dépassait de 44,000 personnes, soit environ 54 pour cent, le niveau de novembre l'an dernier qui était de 82,000 personnes.

Exprimé en pourcentage de la main-d'œuvre, le taux de chômage non corrigé est passé de 3.4 pour cent en octobre à 4.0 pour cent en novembre et a considérablement augmenté par rapport au taux correspondant non corrigé de novembre de l'an dernier, qui était de 2.7 pour cent.

Le taux de chômage corrigé des variations saisonnières en Ontario est passé de 4.6 pour cent en octobre à 4.9 pour cent en novembre. Le tableau ci-dessous indique les taux de chômage corrigés des variations saisonnières pour les six derniers mois pour tout le pays et chacune des cinq régions.

Le taux du chômage corrigé des variations saisonnières pour le Canada est tombé de 6.6 pour cent à 6.5 pour cent entre octobre et novembre et les régions du Pacifique, des Prairies et du Québec ont indiqué quelque amélioration. La situation est restée la même dans la région de l'Atlantique. L'Ontario s'est maintenu dans une position relativement favorable malgré l'augmentation du taux de chômage en

Le chiffre total de la main-d'œuvre en Ontario est resté pratiquement le même en octobre et novembre 1970 tandis que l'emploi a légèrement diminué. Par conséquent le chômage a connu une augmentation qui s'est traduite autant dans le taux corrigé des variations saisonnières que dans le taux non corrigé. La main-d'œuvre totale était estimée à 3,140,000 personnes dans la semaine terminée le 14 novembre, pratiquement le même chiffre qu'en octobre. Une légère augmentation est normale à cette époque de l'année. Ni l'élément masculin ni l'élément féminin n'ont beaucoup changé. Par rapport à novembre 1969, la main-d'œuvre totale s'est accrue de 133,000 personnes, 77,000 hommes et 56,000 femmes.

Le total de l'emploi en Ontario s'élevait à 3,014,000 personnes en novembre, c'est-à-dire 15,000 personnes de moins qu'en octobre où ce chiffre était de 3,029,000. Le léger accroissement du nombre de femmes employées a été plus que compensé par la diminution de 19,000 hommes employés. L'emploi dans le groupe de 20 à 24 ans a également diminué de 12,000 personnes tandis que les changements dans les autres groupes d'âge ont été insignifiants.

Par comparaison avec les chiffres de novembre 1969, le total de l'emploi indiquait une augmentation de 89,000 personnes, dont 48,000 hommes et 41,000 femmes. Les hommes représentaient environ 66 pour cent de l'emploi total en novembre 1970, comme en octobre 1970 et en novembre 1969.

En comparant l'emploi dans les différents groupes d'âge, on constate que l'augmentation la plus forte s'est produite dans les groupes de 25 à 44 ans et de 45 à 64 ans où l'augmentation indiquée était de 38,000 et de 37,000 personnes respectivement. Le nombre de personnes employées appartenant au groupe de 14 à 19 ans a augmenté de 14,000 entre novembre 1969 et novembre 1970. Il est intéressant de remarquer qu'entre novembre 1968 et novembre 1969 l'emploi dans ce groupe d'âge a diminué de 15,000.

L'emploi dans l'agriculture ainsi que dans le secteur non agricole a diminué légèrement entre octobre et novembre 1970. Dans l'agriculture, il est tombé de 147,000 personnes en octobre à 138,000 en novembre, mais il est demeuré légèrement au-dessus du chiffre enregistré en novembre l'an dernier, qui était de 131,000. La diminution de l'emploi non agricole provenait essentiellement d'un ralentisse-

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AVANT-PROPOS

La Revue de la Main-d'oeuvre - région de l'Ontario est une publication bimestrielle du ministère de la Main-d'oeuvre et de l'Immigration du Canada pour la région de l'Ontario. Cette revue a pour but de présenter régulièrement des analyses des principaux facteurs touchant le marché du travail de l'Ontario dans la période étudiée. En outre des articles spéciaux sur des événements marquants dans la main-d'oeuvre et l'industrie paraîtront périodiquement.

Les renseignements publiés dans cette revue sont établis par la direction de l'analyse du marché du travail du ministère de la Main-d'oeuvre et de l'Immigration pour la région de l'Ontario à Toronto. Pour toute question, prière de s'adresser à:

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REVUE DE LA MAIN-D'OEUVRE

Région de l'Ontario

NOVEMBRE - DÉCEMBRE 1970

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MINISTÈRE DE LA MAIN-D'OEUVRE ET DE L'IMMIGRATION
DIRECTION DE L'ANALYSE DU MARCHÉ DU TRAVAIL
BUREAU RÉGIONAL DE L'ONTARIO

Le Service Consultatif de la Main-d'oeuvre

PRODUIT DE NOTRE ÉPOQUE



L'automatisation, les progrès technologiques et les autres progrès industriels obligent souvent les travailleurs du Canada à s'astreindre à une longue et difficile adaptation pour s'ajuster aux nouvelles conditions de l'emploi.

C'est pourquoi le Service consultatif de la main-d'oeuvre du ministère de la Main-d'oeuvre et de l'immigration est à la disposition des travailleurs et des employeurs pour les aider et les encourager à organiser des programmes d'adaptation de la main-d'oeuvre.

Le Service consultatif de la main-d'oeuvre se fonde sur le concept que le gouvernement, les travailleurs et les employeurs doivent unir leurs efforts pour rechercher des solutions aux problèmes d'adaptation de la main-d'oeuvre par l'application à la fois de mesures publiques et privées.

Bien planifiée d'avance, un bon programme d'adaptation de la main-d'oeuvre prépare une réorganisation des tâches et assure une transition sans trop de heurts tant pour les employeurs que pour les employés.

Ministère de la Main-d'oeuvre et de l'immigration

L'Honorable Otto E. Lang, ministre

Pour de plus amples informations, consultez le centre de main-d'oeuvre de votre région.

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REVUE de la MAIN-D'OEUVRE région de l'Ontario



